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UNIVERSITI TEKNOLOGI MALAYSIA

# Introduction to Performance Coaching

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# Performance Coaching is

- Relationship
- Player's goal
- Player wins
- Sustainable achievements

Adapted from AsiaWorks  
Coaching workshop, 2020

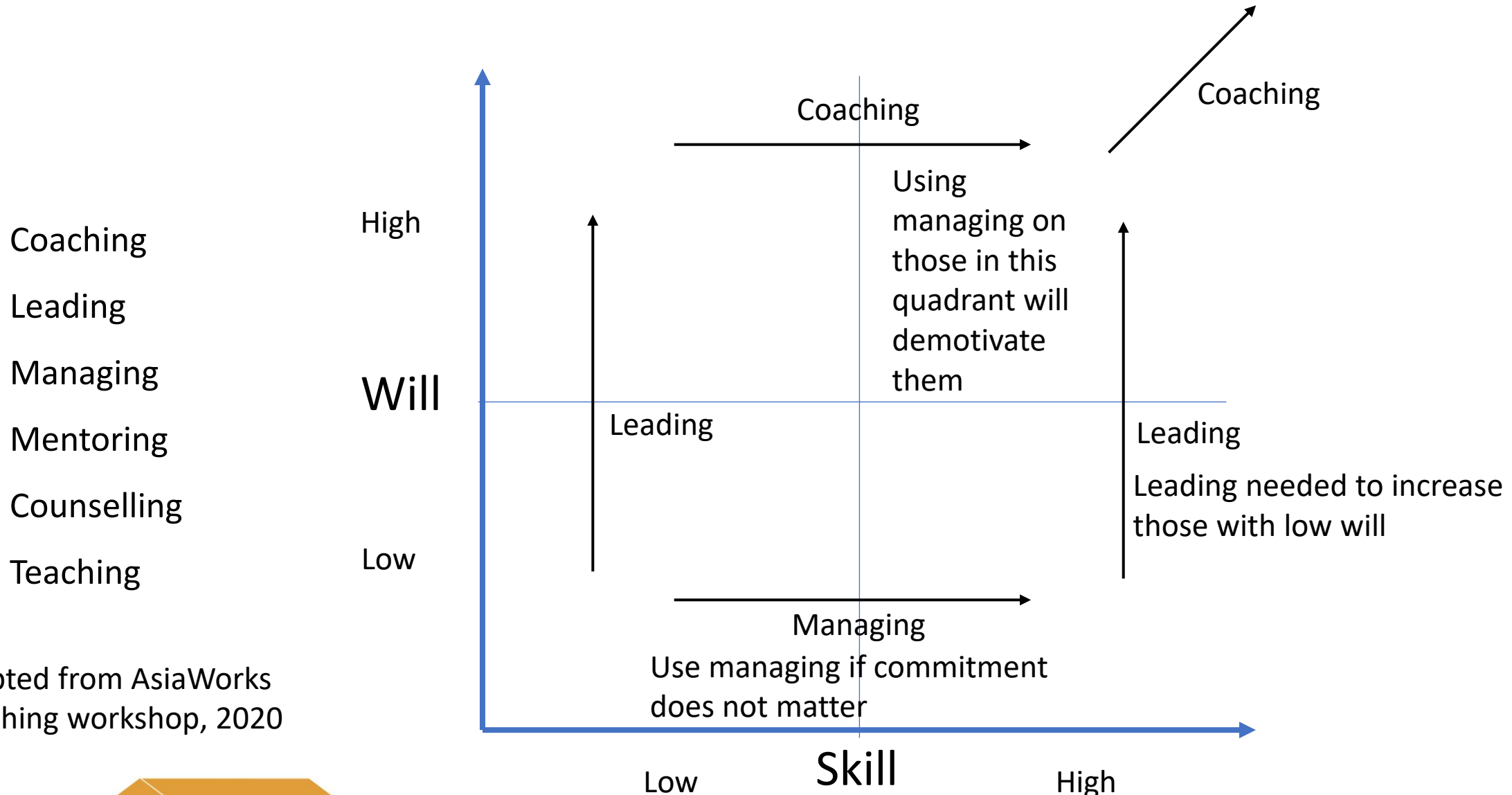
# Some terminologies

- **Managing:** Telling and monitoring a person to produce a pre-determined outcome
- **Mentoring:** Advising and passing knowledge a person from position of experience
- **Counselling:** Listening and advising a person facing a problem
- **Leading:** Convincing a person to follow leader to change the future
- **Performance coaching:** Having a person win (reach his/her goal)

Knowing when to switch b/n leading and coaching is important

Adapted from AsiaWorks  
Coaching workshop, 2020

# Will vs Skill

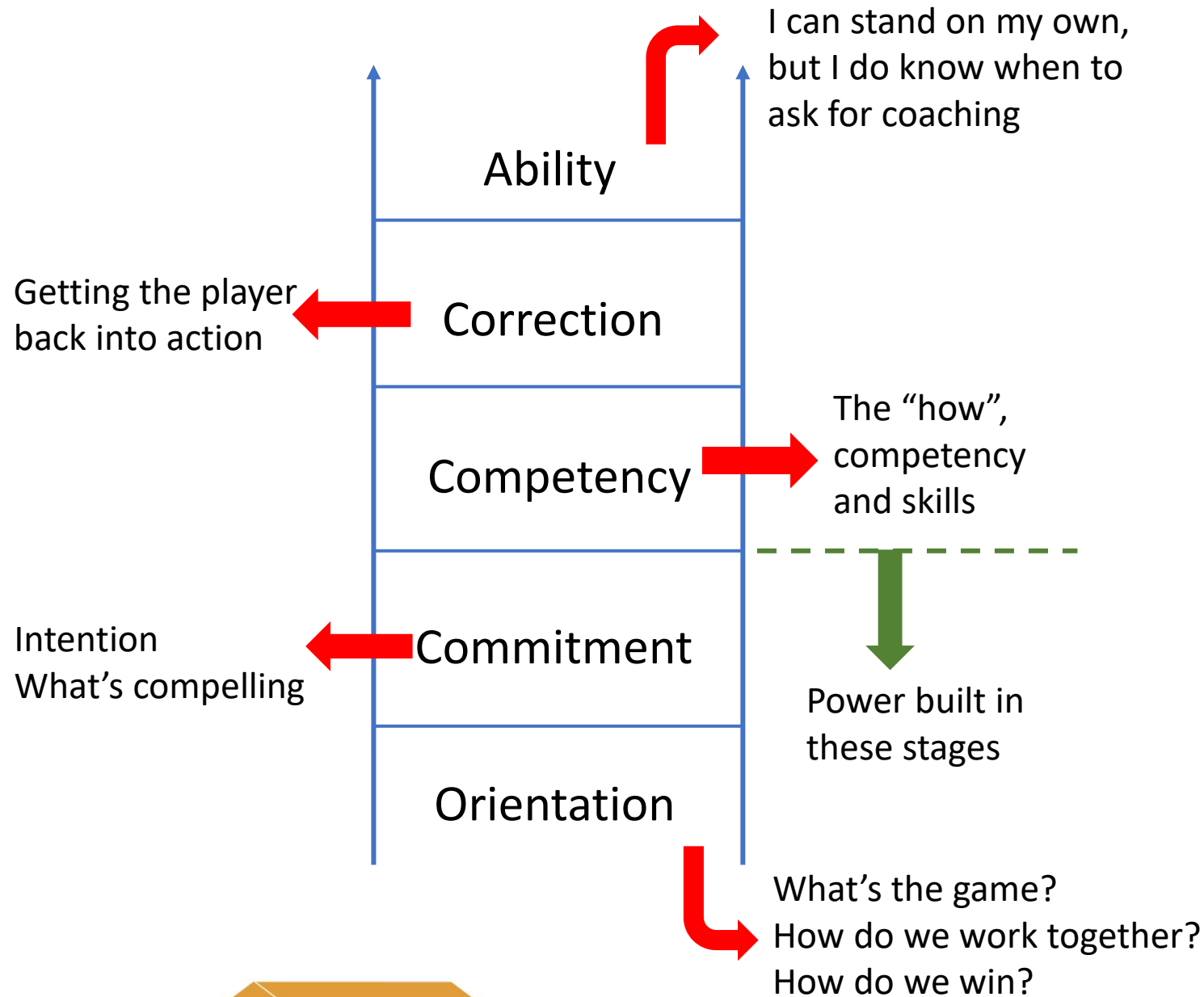


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# Coach's role

- Build relationship and trust with player
- Help player believe in themselves – that they can win
- Focus on the player – how do I need to be such that I can help this player win?
- Work on player's goals – the game they want to play
- Cannot coach non-committed player
- Can see how players play – give feedback





# The coach's ladder (ie the coaching process)

Adapted from AsiaWorks  
Coaching workshop, 2020

# 1. Orientation: understanding the player and the game

- Who is the coach?
- Who is the player?
- What is the game?
- What is the goal?
- What does success look like?
- How do we work together?

Adapted from AsiaWorks  
Coaching workshop, 2020

## 2. Commitment: player engagement and creating meaning beyond the obvious

- Why is the goal important?
  - Tangible and intangible goals
  - Be curious and explore
  - Why, why, why...? Should lead to solid, meaningful basis of the goals, not superficial ones
- How committed are you?
- What compels the commitment?
- Any back doors/ excuses?

Adapted from AsiaWorks  
Coaching workshop, 2020



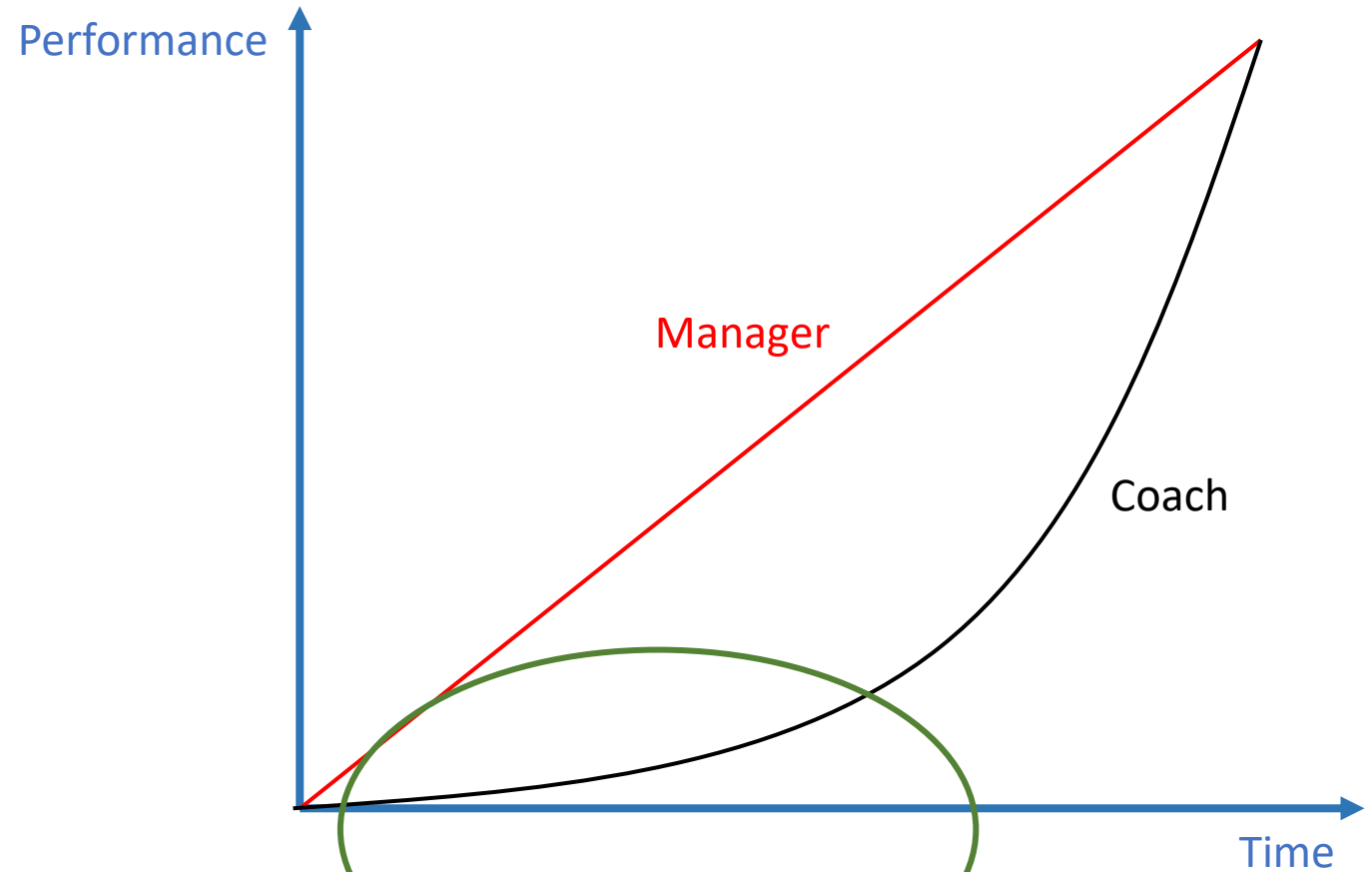
Simulated coaching session:  
An example for orientation and commitment stage  
of the coaching process

# Now it's YOUR turn to practice coaching

1. We will assign 3 participants to 1 breakout room
2. Each of you will take turn to take up 3 roles:
  - Coach: coach the player in the orientation and commitment stages
  - Player: present a goal to be coached
  - Observer: time keeper and note down what happened to provide feedback after the session between coach and player
3. Time duration:
  - Whole session: 20 minutes
  - Each coaching session: 4 minutes
  - Feedback session: 2 minutes
  - Overall discussion at the end of 3 coaching and feedback session: 2 minutes

# 3. Competency: get player in action

- Concentration
  - Starting or in habit of losing
- Momentum
  - Come after concentration
  - Habit of winning



Adapted from AsiaWorks  
 Coaching workshop, 2020

## Concentration

- Start & in breakdown (losing)
- Learning and development
- Stress high - struggling
- Slow progress – less fun
- Absence of certainty – coach must provide & build connection
- Short term targets – acknowledge!
- Cannot increase target until concentration successfully handled
- Aim: meet and exceed targets – habit of winning
- Don't panic – move towards momentum

## Momentum

- High energy
- Fast progress
- Meeting targets less of an issue – certainty has increased
- Creative tension
- Performance more effective, coaching less labour intensive
- Coaching more collaborative, less protective – raise the bar with long term targets aiming for excellence
- Will get back to concentration – must adjust actions to get back to momentum

# Producing results = Relationship + Challenge

## **Relationship without challenge**

- Friendship
- Popularity (task)
- Low energy (task)
- Low creative tension
- Poor results (task)
- Lack of completion

## **Challenge without relationship**

- Unsustainable short term result
- Pressure
- Conflict
- Compliance
- Stress – burn out
- Avoidance
- Resignation of player

## 4. Correction Coaching

- Winning turns to losing – something needs to be changed
- The goal is to have the player leave the meeting in action. Remember, doing the same thing, expecting a different result, is a definition of insanity...
- Questions:
  - What's working? What's not working? What's missing? What's next?

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