



Employee Performance Coaching

- Conflict and bickering
- Complaining and blaming
- Miscommunication
- Micro-managing
- Negative drama
- Lack of motivation

When employees do not get along **everyone's effectiveness and productivity declines**. Next Element offers new perspectives and intervention options for these situations.

Most often these issues are not competency based. Most personnel problems arise from personality conflicts and miscommunication, not technical skill deficits. Frequently, these behavior patterns lead to corrective action plans, employee improvement plans or termination; all of which **consume valuable time and energy**.

By using proven assessments along with individual and small group coaching, Next Element can offer your employees specific tools and training to **interact in more efficient, effective and harmonious ways** with each other and your clients.

- You hired your employees for their specific gifts
- You hired your employees for the value they bring to your organization
- You hired your employees because of who they are as people

Try an alternative to the costly cycle of discipline and corrective action. Help your employees regain their efficiency and get back on track with **Employee Performance Coaching**.

To learn more contact us at 316-283-4200, or e-mail michele@next-element.com.