

COACHING FOR PERFORMANCE

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by Bohler Consulting Co., Ltd

FOR MANAGERS

- You **review results** every week — but the conversation often ends with you doing the thinking for your team
- You **give feedback**, but people don't seem to change their behaviour
- You know **you should coach** — but no one ever showed you how to do it in a performance context
- **Your 1:1s feel like status updates**, not conversations that drive accountability

FOR HR / LEADERSHIP

- You **invest in training** — but nothing changes when managers are back at their desks
- **Performance conversations** still feel **uncomfortable**, inconsistent, or avoided altogether
- Your **managers are promoted** for their **technical skills**, not their ability to develop people
- You need a **culture of accountability** — but one-off workshops haven't delivered

THE RESULT? Talented people underperform. Managers feel stuck. Teams lose momentum.

What we do

We help managers build the coaching habits that drive performance — through structured weekly conversations, not one-off training.

- Run structured weekly coaching sessions with direct reports
- Lead with questions — shift from telling to coaching
- Help team members set and own SMART goals each week
- Build accountability without micromanaging
- Deliver timely, specific feedback that changes behaviour
- Adapt coaching approach to the individual and the situation

Delivered as a program — with classroom training, follow-up group sessions, and individual observation to make sure the skills actually stick.

Success Criteria

- Managers attend training and commit to practicing weekly
- Leadership supports the process and models the behaviour
- The program runs long enough to build and reinforce habit — not just awareness

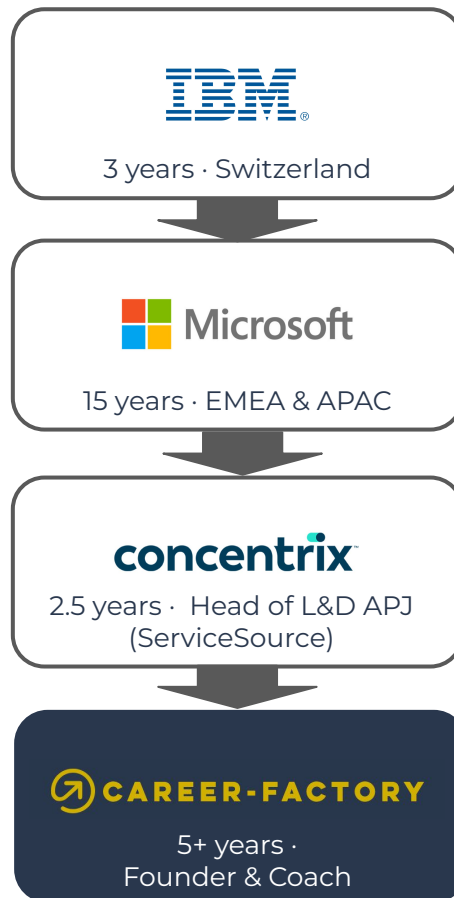
What we don't do

- This is not a one-day workshop — without follow-up, skills don't stick
- We don't do the coaching for managers — we build their capability to do it themselves
- We can't guarantee outcomes if managers don't implement between sessions

20+ Years Building Careers from the Inside

I spent 15 years at Microsoft, 8 of which leading Learning & Development across Western **Europe and Asia-Pacific** — understanding how **large organisations** develop, promote, and sometimes overlook talent.

That **insider perspective** is exactly what I bring to our work together: not just coaching frameworks, but a deep understanding of **how careers actually move** inside multinationals.



Partners



Recognized
by Randstad
Enterprise, APAC



LHH GCG

Professionals from some of the world's leading companies have trusted me with their careers...

Selection of Clients by Employer

- Alphabet (Google)
- Amazon
- Booking.com
- Cisco
- Informatica
- Juniper
- Logitech
- Lumentum
- Marvell
- Micron
- Microsoft
- Mozilla
- National Instruments
- Peloton Interactive
- Qualcomm
- SG Securities
- Synaptics
- Syneos Health
- Synopsys
- Templeton Investment
- Teradata
- TomTom
- Trellix
- Seagate
- Uber
- VMware

Selection of Clients by Job Title

- Account Manager
- Business Intelligence Lead
- Chief Marketing Officer
- Chief IT Security Officer
- Executive Assistant
- Head of Human Resources
- Head of Finance
- Head of IT / CIO
- Head of Data Center Operations
- Head of Quality Assurance
- Marketing Automation Strategist
- Partner Sales Manager
- Quality Assurance Engineer
- Regional HR Manager, APAC
- Regional Project Management Lead (PMO)
- Risk Management Lead (Finance)
- Software Engineering Lead
- Sales Manager
- Senior Director, Engineering
- Senior Director, Supply Management
- Senior iOS Developer
- Senior Product Manufacturing Engineer
- Senior Sales Representative
- Staff Hardware Tech Lead
- VP of Operations, APAC
- VP of Compliance, Taiwan

To protect the identity of my clients, I won't share the combination of company and job title, nor the nature of the engagement. Engagements include Career Transition, Career Development, Leadership Development, and Training.

Training Day

- Full-day classroom training (6 hours)
- Define coaching vs. feedback vs. mentoring
- The coaching model: Establish → Explore → Action Plan
- Questioning & active listening skills
- How to set and follow up on SMART goals
- Live practice with real scenarios

Monthly Follow-Up

- 90-min group sessions monthly (online or in person)
- Managers share real coaching cases
- Peer learning & challenge discussion
- Skill reinforcement and refinement
- Accountability between sessions
- Keeps coaching front of mind

Individual Observation

- Coach observes each manager in a real 1:1
- Structured feedback on coaching quality
- Specific, actionable development points
- Builds confidence and self-awareness
- One session per manager per month
- Most impactful element for real change

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Initial Conversation

- Free - 60 minutes
- Google Meet or in person
- Understand the team's coaching maturity and performance context
- Discuss program approach and customisation options
- Identify right scope and number of managers

No commitment required. We'll be honest about whether this is the right fit.

2

Proposal & Agreement

- Tailored proposal based on your context
- Scope, timeline, and investment clearly outlined
- Engagement confirmation signed by HR and coach
- Payment terms agreed

Invoice issued by Bohler Consulting Co., Ltd (Taiwan). Bank transfer in USD, CHF, SGD, or TWD.

3

Program Kick-Off

- Alignment session with HR and leadership
- Expectations and confidentiality agreed
- Managers briefed on the coaching program and their teams
- Timeline and session dates confirmed

A good kick-off sets the tone — for manager buy-in and team awareness.

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Coaching Engagement

- Training day → monthly follow-ups → individual observation
- Ongoing support between sessions via email
- Quarterly check-in with HR or sponsor
- Adjustments made based on group progress

Typical duration: 6–12 months. Every cohort is different.

Let's talk about your performance coaching needs.

Every engagement is scoped to your organisation's specific context — the leader, the role, the team, and the goals. Reach out to start the conversation. No commitment required.

EMAIL

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WEBSITE

www.career-factory.co

INITIAL CONVERSATION

Free — 60 minutes or as needed

Based on the Triple Win Leadership Development methodology by Will Linssen / Global Coach Group ·
Delivered by Guido Bohler, Career-Factory · Bohler Consulting Co., Ltd · Taiwan