



THE GMarie GROUP
Performance Improvement Specialists

Performance Coaching & Mentoring

Curriculum Development & Expertise

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Provided by:
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Overview of Experience

Coaching Experience Overview

- Of 50 GMarie Group associates, 15 have direct work experience designing, developing, implementing and evaluating coaching-related instructional programs or providing professional 1:1 coaching services to our clients
- In our larger database of several hundred associates, an additional 110 have this same type of experience

Design and Development Examples

- Developing coaching and mentoring programs (classroom and virtual) in the high tech industry
- Audience types included:
 - Sales Teams
 - Business Development Managers
 - Opportunity Managers
 - Business Analysts
 - Solution Architects
 - Service Delivery personnel
- Creating coaching programs for the cellular communications industry, including:
 - Designing and conducting workshops with coaches, supervisors and subject matter experts to collect major tasks and job scenarios for performance assessments
 - Developing job progression programs with measurable learning activities and performance assessments
 - Developing and implementing a sales and sales coaching learning strategy in the financial services industry for 4,500 branch and telephone banking employees to transform to an integrator of financial services

Providing Coaching Examples

- In the financial services industry, providing 1:1 coaching with business leaders on leadership development issues
- In the high tech industry, providing feedback and follow-up coaching to enable managers to align individual and business unit goals for several enterprise-wide, whole-systems reorganization initiatives
- In the insurance and consumer packaged goods industry, providing 1:1 coaching to high potential leaders, to enable them to complete customized learning plans to develop leadership skills and position themselves for promotion within the organizations

Coaching Certifications and Affiliations

- International Association of Coaches
- Institute of Professional Coaching/International Coaching Federation
- The Hudson Institute
- Coaching Clinic at Coach University

The GMarie Group

For over 20 years, The GMarie Group has provided nationwide clients with custom learning and performance improvement solutions. To do so, we apply the ADDIE Model, a systematic process for:

Analyzing Performance and Training Needs

The GMarie Group recommends initiating a project through rigorous analysis, which is the key to obtaining valid results and ensuring that a significant cross-section of the organization has a stake in the process. We can conduct training needs and performance analysis to determine learning solutions to address identified performance gaps.

Designing and Developing Effective Solutions

We design and develop online (Web-based) training, virtual Webcasts, podcasts, instructor-led training, performance support tools, learning portals and much more! Our team can author your custom product using any industry-standard authoring tool (e.g. Flash, Lectora, Flypaper and Captivate).

Implementing Products and Programs

We provide training program planning and coordination, train-the-trainer, training delivery and facilitation for all types of subject matter. We can also help integrate Web-based solutions into your LMS or LCMS.

Evaluating Reactions, Learning, Skills Transfer and Returns

Using Kirkpatrick's "Four Levels of Evaluation," we develop tools and scoring mechanisms to measure participant reactions to learning, mastery of objectives, transfer of skills to the job and return-on-objectives.

How Can We Help YOU?

Contact Georgianna Marie, President and CEO, at:

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