

# SALES LEADER'S PEOPLE PERFORMANCE MODEL

"LEADER = MANAGER"

**GETTING THE RESULTS**

"Deciding/Thinking/Planning"  
**STRATEGIC MANAGER ROLE**

**CONTINUOUS PERFORMANCE IMPROVEMENT**

"Everything is a Resource"  
 Maximum Results/Value to Organization

*ACQUIRE  
 ALLOCATE  
 ASSESS  
 ADJUST  
 ADMINISTER*

"Dealing with People & Performance"

"Doing the Work"  
**SELLING MANAGER ROLE**

**PEOPLE MANAGER ROLE**

"Augmenting ..."  
 Maximum Results/Value through the Client

"Enhancing ..."  
 Maximum Value to the Individual

Sales Leader's Formal/Strategic Coaching Communications Model

Sales Leader's Informal/Tactical Field Coaching Communications Model

Performance Management Process

*THINK*  
**PERFORMANCE PLANNING**  
 "SETTING & COMMUNICATING PERFORMANCE EXPECTATIONS"

*ALLOCATE*  
**PERFORMANCE EXECUTION**  
 "OBSERVING & COMMUNICATING FOR DEVELOPMENT"

*ASSESS  
 ADJUST*  
**PERFORMANCE APPRAISAL**  
 "EVALUATING & COMMUNICATING FOR APPRAISAL"

*ASSESS  
 ADJUST*  
**DELEGATING COACHING  
 FIELD COACHING  
 FEEDBACK COUNSELING**