

## ‘POISED’<sup>1</sup> for Success

Our ‘Poised for Success’ model helps to explore the reasons behind training requests, particularly in relation to Leadership and Management development. This resource suggests some helpful questions and provides space for you to make notes. Remember it isn’t designed to be an ‘interview’ with your programme sponsor, more of a coaching style conversation.

**P**

### **Problem / Prompt**

e.g. how would you describe the problem at the moment, what was the prompt for this request for training?

**O**

### **Observations**

e.g. what are you seeing/hearing that tells you there’s a problem, can you describe any specific behaviours you have observed?

<sup>1</sup>The Cambridge English Dictionary (Business) defines ‘Poised’ as: Ready to do a particular thing at any moment, “The Company is poised for a major announcement.” Or Calm and controlled behaviour, “She remained poised throughout the difficult presentation.”

**I**

**Impact**

e.g. what is the current impact on the business / teams / individuals, what problems is this causing you?

**S**

**Solution**

e.g. how would you describe what you'd like to be happening instead, what is your view on how we should address this problem?

**E**

**Evidence of change**

e.g. what will you see/hear that will tell you progress is being made, how will you know we're on the right track?

**D**

**Demonstrating long term results**

e.g. what are the long term, measurable results that you want to see, how will we measure that the programme has been a success?