

COACHING & DEVELOPMENT COMMUNICATION

Professional Development Session - Confidential Document

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| Session Date: August 27, 2025 | Session Type: Automated |
| Employee: Tom Smith | Performance Score: 57.5% |
| Employee ID: emp-056 | PIP ID: 82575041-7d2c-40dd-b2c6-c56f47787113 |
| Position: [Role] | Status: Needs Immediate Attention |

COACHING & DEVELOPMENT

COMMUNICATION Date: September 17, 2025
Employee: [Employee Name] Position: [Position]
Current Performance Score: 57.5% Dear [Employee Name],

• CURRENT PERFORMANCE ASSESSMENT:

Your recent performance score of 57.5% indicates areas requiring immediate attention and focused development. This coaching communication outlines specific steps to help you succeed in your role.

1. FUNDAMENTAL SKILLS DEVELOPMENT

- Review core competencies required for your position
 - Complete relevant training modules within the next 2 weeks
 - Schedule 1:1 meetings with your supervisor twice weekly
 - Document questions and challenges for discussion
2. TASK MANAGEMENT & QUALITY
- Carefully review all task requirements before beginning work
 - Use checklists to ensure completeness
 - Seek clarification immediately when uncertain
 - Submit work for review before final completion

3. COMMUNICATION & COLLABORATION

- Proactively communicate progress and obstacles
- Participate actively in team meetings
- Ask for help when needed - this shows initiative, not weakness
- Provide regular status updates on ongoing projects

• PERSONALIZED RECOMMENDATIONS:

% % IMMEDIATE ACTION PLAN (Next 30 Days) % % % %
Complete skills assessment with your manager %j
Enroll in relevant training programs %j Establish daily check-in routine %j Set up weekly progress review meetings %j Create personal improvement tracking

system

- RESOURCES AVAILABLE:

Online training library access
Mentoring program enrollment
Department expertise sharing sessions
Professional development budget allocation

- SUCCESS METRICS:

Weekly performance score tracking
Task completion quality assessments
Peer feedback collections
Self-assessment evaluations

- NEXT STEPS:

RECOMMENDED ACTION ITEMS

- Immediate performance improvement required - daily check-ins
 - Complete additional training modules within 2 weeks
 - Submit work for review before final completion
 - Document questions and challenges for discussion

NEXT STEPS & FOLLOW-UP

- Next coaching session: 9/3/2025
- Progress review and goal adjustment as needed
- Continued support through available development resources

