

# COACHING & DEVELOPMENT COMMUNICATION

Professional Development Session - Confidential Document

Session Date: September 17, 2025

Employee: Tom Garcia

Employee ID: emp-136

Position: [Role]

Session Type: Automated

Performance Score: 49%

PIP ID: be7a283a-143f-4632-b96b-0d6b244eba72

Status: Needs Immediate Attention

## COACHING & DEVELOPMENT

COMMUNICATION Date: September 17, 2025

Employee: Tom Garcia Position: Sales Current

Performance Score: 49% Dear Tom Garcia, Ü

### • PIP STATUS UPDATE:

You are currently enrolled in a Performance Improvement Plan (started 2025-09-17). This coaching session is part of your structured development program to help you achieve the goals outlined in your PIP. PIP Goals: 1. Achieve 80% average score 2. Complete 21 tasks 3. Improve communication and task quality Current PIP Progress: 0% complete

### • PERFORMANCE TREND ANALYSIS:

Recent Score History: 49% !' 63% !' 61% Current Trend: DECLINING & p Recent decline requires immediate attention and support

### • CONTEXT & RECENT DEVELOPMENTS:

Based on your recent work history, I want to acknowledge: • Mentored several team members in project management • Mentored 3 team members in industry knowledge • Collaborated on dashboard redesign with successful delivery

### • CURRENT PERFORMANCE ASSESSMENT:

Your recent performance score of 49% 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 %  
Enroll in relevant training programs %  
Establish daily check-in routine %  
Set up weekly progress review meetings %  
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: 9/24/2025
- Progress review and goal adjustment as needed
- Continued support through available development resources



