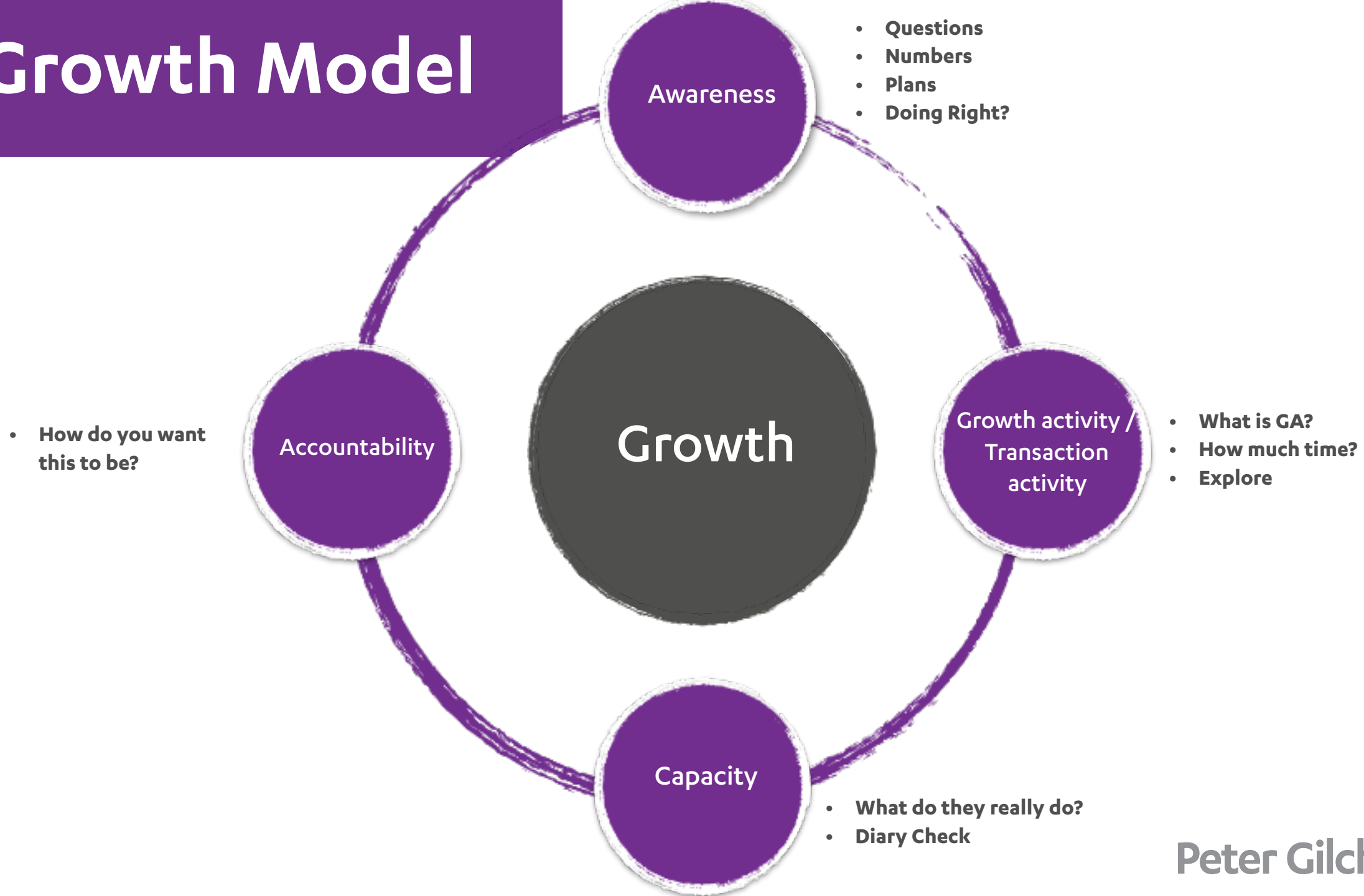




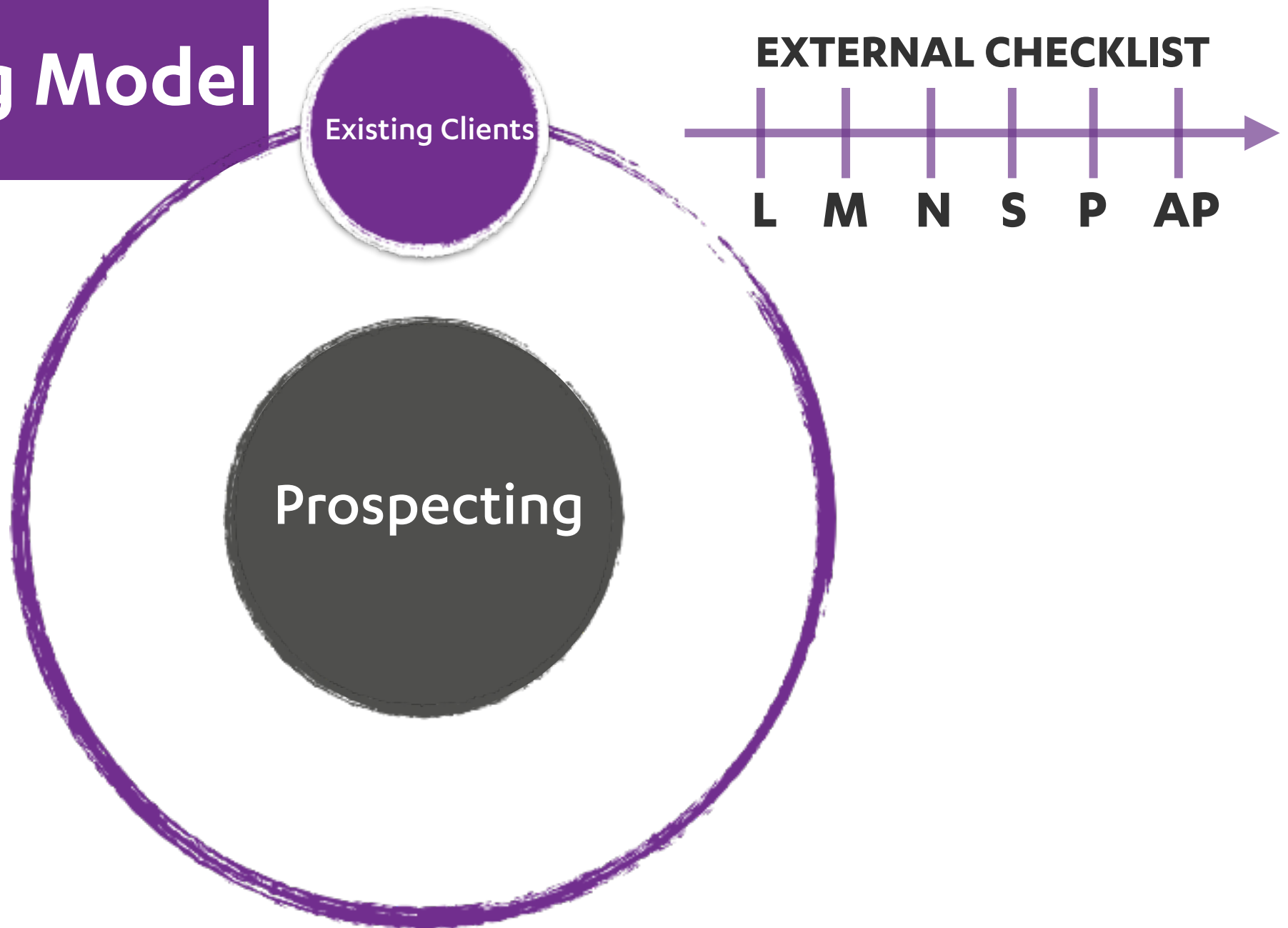
Coaching Techniques

Presented by Peter Gilchrist

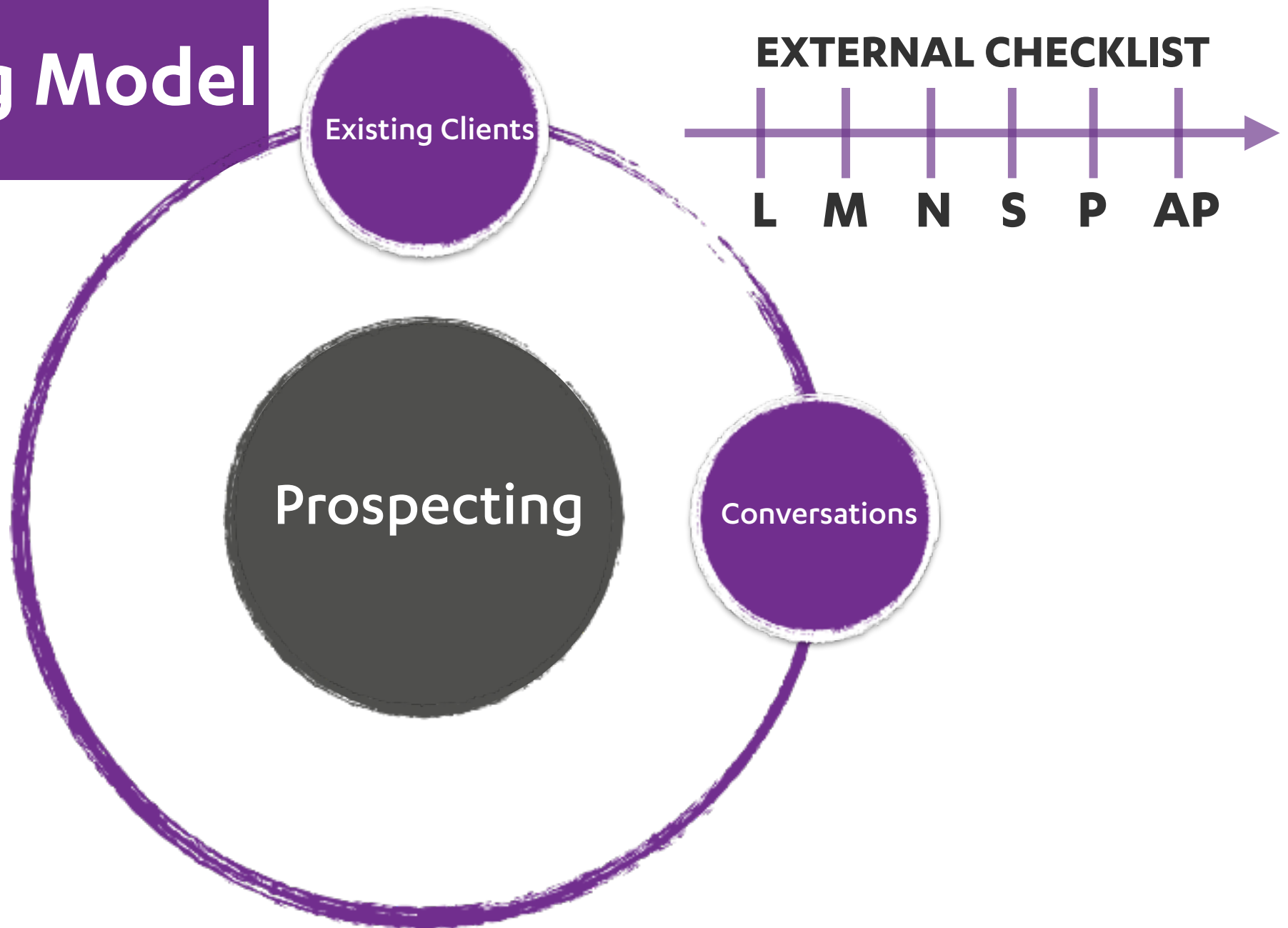
Growth Model

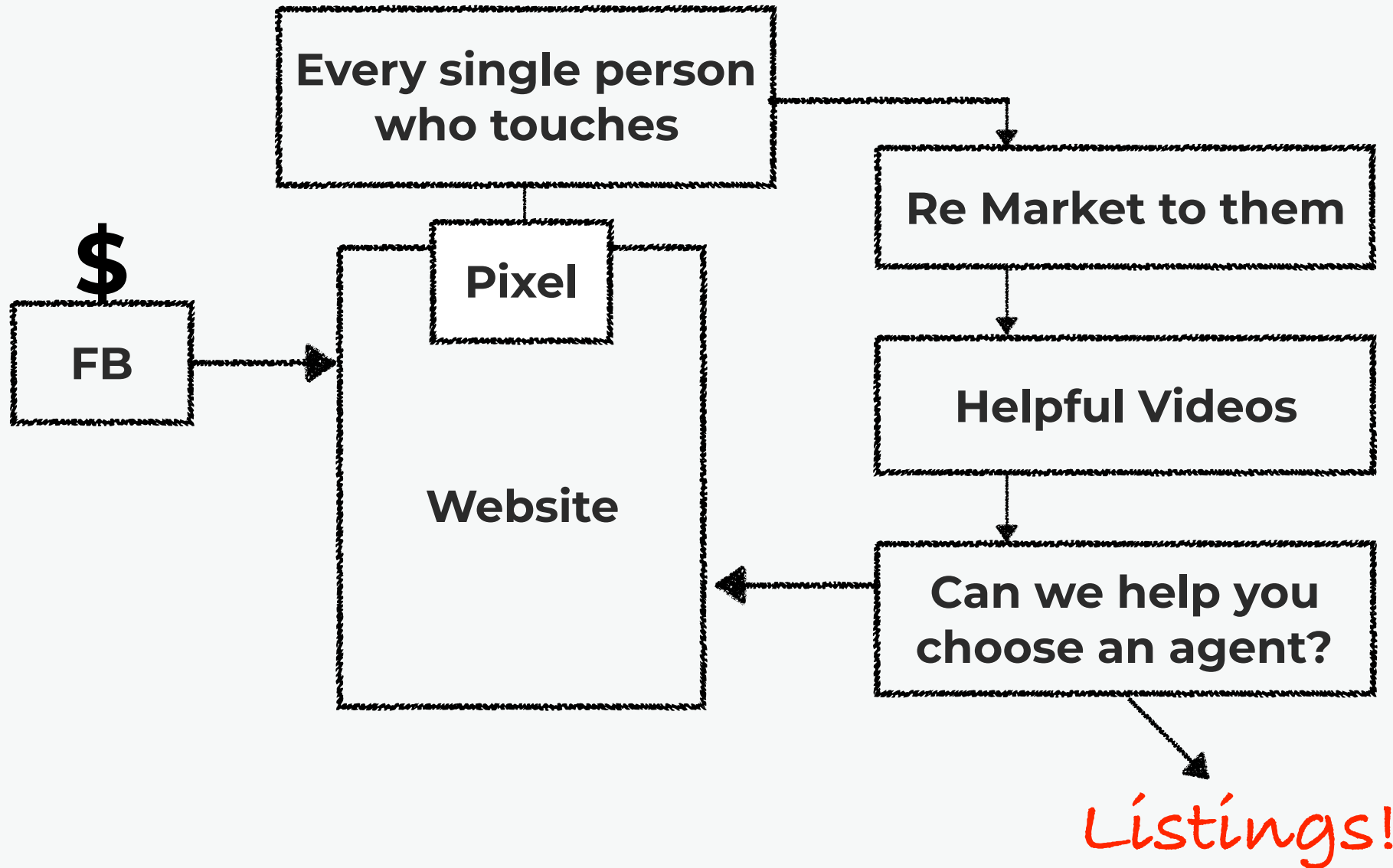


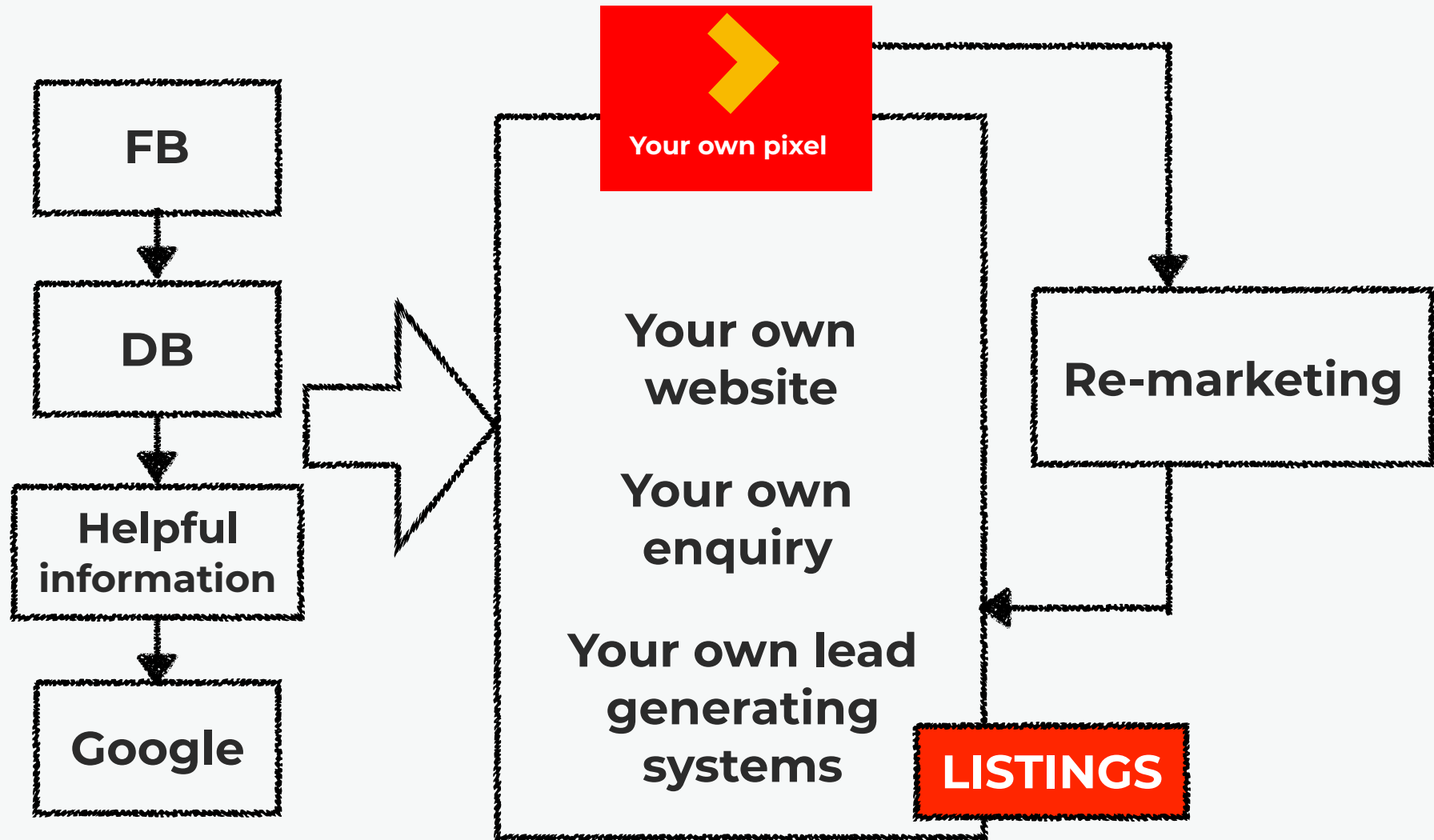
Prospecting Model



Prospecting Model

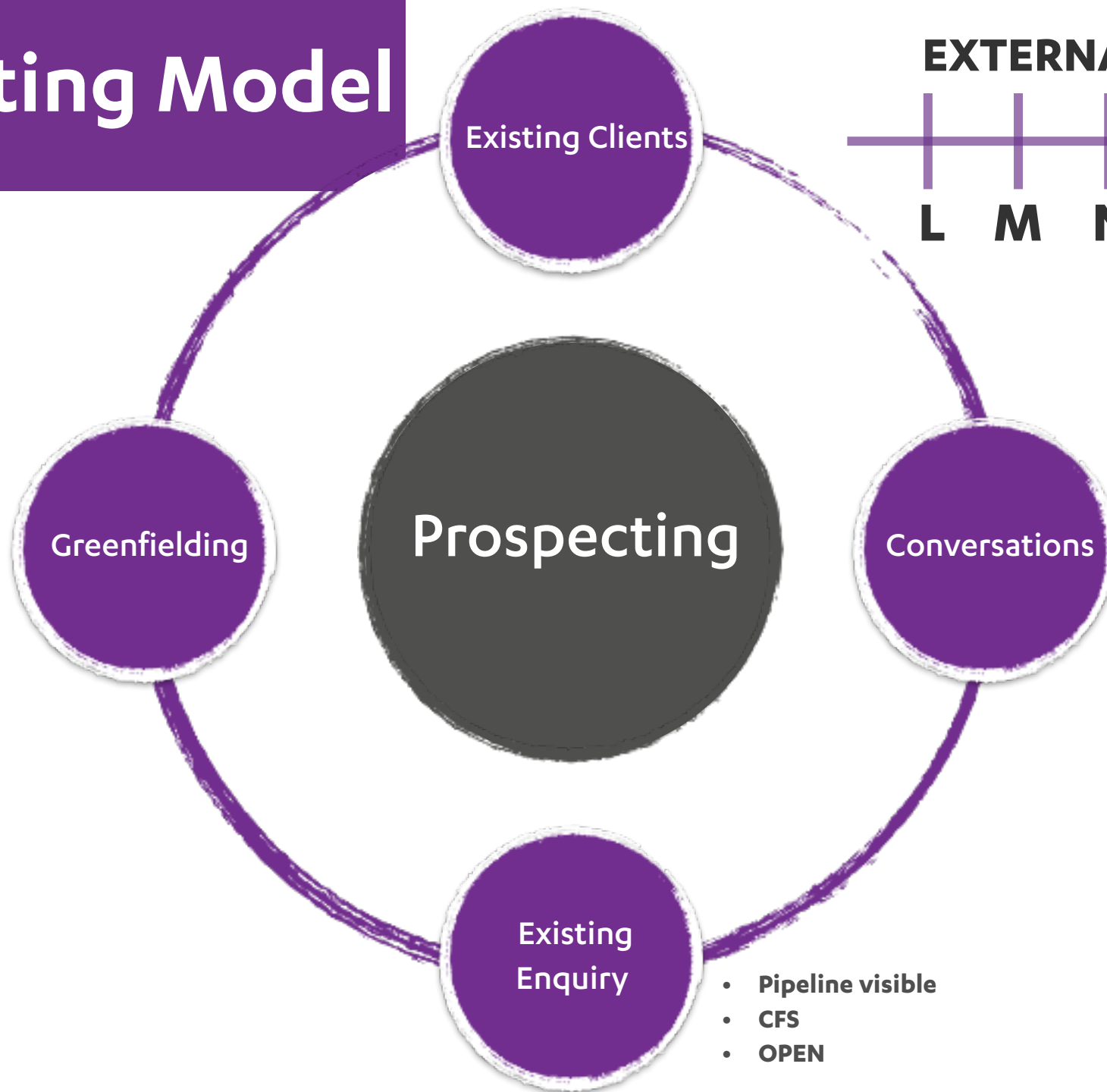




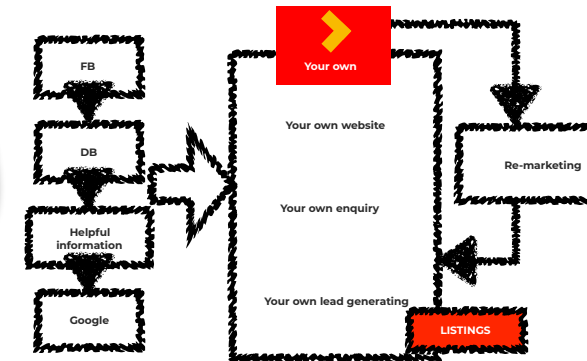


Prospecting Model

- All other ideas



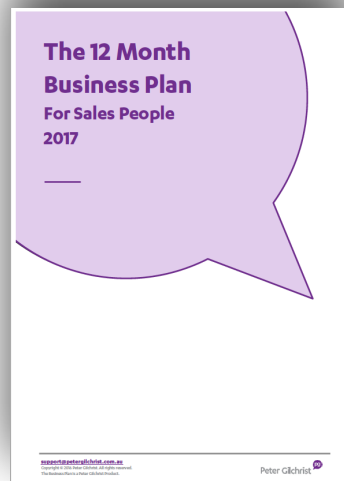
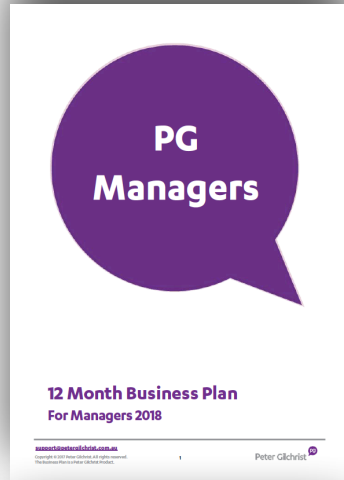
EXTERNAL CHECKLIST



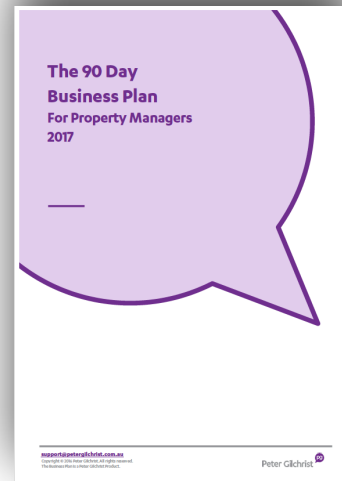
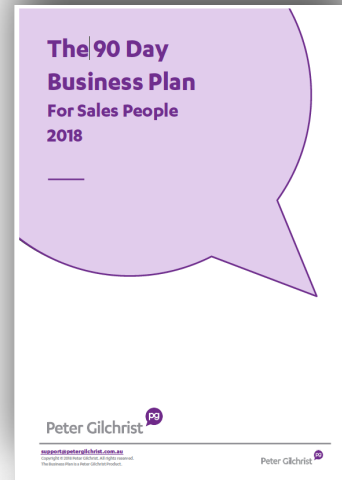
- Pipeline visible
- CFS
- OPEN

The Business Planning System

12 Month Business Plans



90 Day Business Plans



Prospecting Plans



A group of people are gathered around a wooden table in a meeting room. In the foreground, a man in a grey blazer is looking at a laptop. Next to him, a woman in a striped shirt is holding a tablet. There are several mugs, glasses of water, and notebooks on the table. In the background, a man in an orange shirt and a woman are smiling and looking at each other. The room has a brick wall and a whiteboard.

Planning the Year

Stop Using Quarters!

- **Divide the year into 3 FOUR Month Cycles!**
- **Start in Feb**
- **First month is a PLANNING month!**



Week 1: 90 Day Planning Session

- **Review past 90 days.**
- **What objectives we set 90 days ago.**
- **What we achieved.**
- **What we didn't achieve.**
- **Those we still want to achieve ie what is to be carried forward.**
- **Listings taken.**
- **Listings sold.**
- **Conditional sales made.**
- **Unconditional sales made.**
- **Market share last 90 days.**



Week 2: 1:1 Business Planning

- **Go through the business plan with them**
- **Stay Strategic!**
- **No detail!**
- **Start on your own Business Plan!**



Week 3: 2nd Round Iteration

- **Check changes are implemented**
- **Review again**
- **They must commit!**



Week 4: Sign off and GO!

- **Use the 1:1 to sign off on the Business Plan**
- **Talk over expectations**
- **Get them to commit again**



One on One Sessions

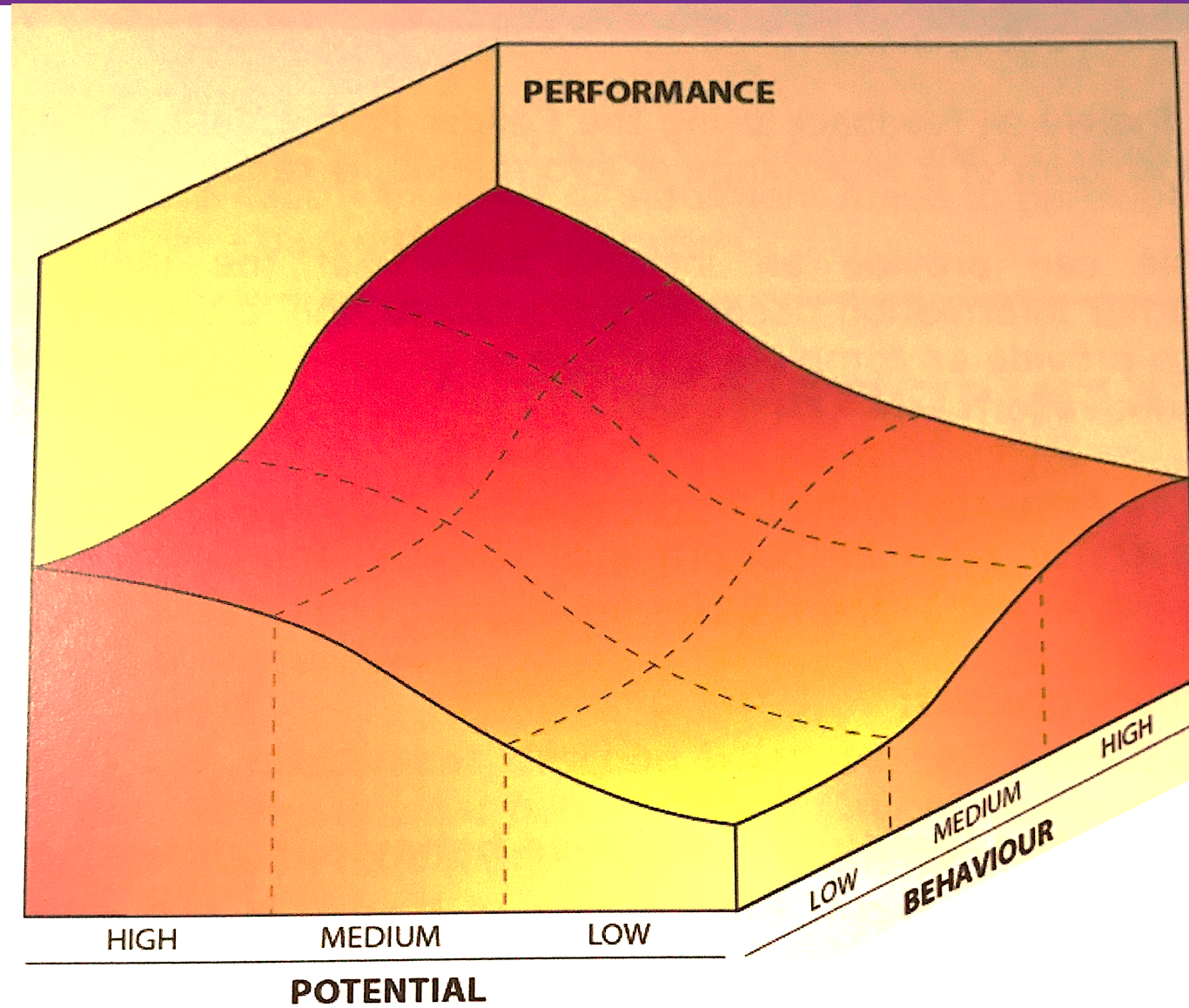
- **Check-in weekly on progress**
- **Did you do what you said you would?**
- **Why not?**
- **What needs to change?**
- **Agree on a solution**



The Caliper Profile



Potential | Behaviour | Performance



Caliper Key Traits for Real Estate

Ego - Drive internal
motivation to
persuade others

Urgency
To push for quick
decisions and move
quickly on opportunities

Assertiveness
potential to communicate
directly and clearly

Aggressiveness
Inclination to push forward
forcefully, past objections



Ego - Strength resilience to bounce back from the inevitable 'not interested'

Caliper Options

Caliper Analytics

Cost:

\$250 + gst

What you get:

Caliper assessment and verbal feedback on:

- Job match
- Strengths and developmental areas highlighted

To order, Go to:

<https://petergilchrist.com.au/caliper/>

Caliper Full Report

Cost:

\$450 + gst - or \$250 + gst when upgrading from Analytics

What you get:

Full report detailing:

- Job match
- Strengths and developmental areas
- Behaviour and competency matches for the role
- Developmental recommendations

Verbal feedback session

- To discuss and talk through the report

To order, Go to:

<https://petergilchrist.com.au/caliper/>

Caliper Analytics

Compare Assessments

Export Metrics

Name	Sales Manager	Analyst	Cust Service Rep	Mkt-level Manager	Sales New Business Devt	Senior Leader	Technician	First-line Supervisor	Franchisee	Project Mgr	Sales Account Devt
Jane Ackert	30	44	40	58	32	42	38	32	58	46	57
Greg Corfield	17	51	76	28	16	36	42	52	32	40	26
John Farrell	99	24	18	98	99	99	34	17	99	19	80
Sue Moore	43	79	85	62	33	54	52	74	61	81	60
Britt Sample	96	31	17	99	83	58	29	20	91	44	82

Potential: Weak Moderate Strong

1 to 5 of 5 assessors 25 items per page

Group Group Analysis Team Roles Talent Plus

Pro

Name	Leadership				Problem Solving				Time Management				Interpersonal Dynamics			
	Gets buy-in decisions	Motivs tough decisions	Establishes goals for staff	Is persistent	Recognizes problems	Analyzes data	Creates new concepts	Leverages resources	Sets own goals independently	Manages multiple tasks	Follows procedures	Works quickly	Develops new contacts	Helps others	Considers others' views	Deals with rejection
Jane Ackert	48	78	31	31	32	23	20	24	30	29	81	39	44	24	66	74
Greg Corfield	19	17	19	25	58	47	70	49	26	31	61	19	25	98	90	74
John Farrell	96	99	84	99	99	30	98	86	51	23	17	75	92	30	82	74
Sue Moore	64	56	75	42	54	76	31	49	91	76	74	39	50	88	53	20
Britt Sample	90	89	77	79	94	35	96	93	84	24	29	73	82	17	52	44
Group Potential	63	68	67	66	67	42	63	60	58	37	82	49	63	81	68	68

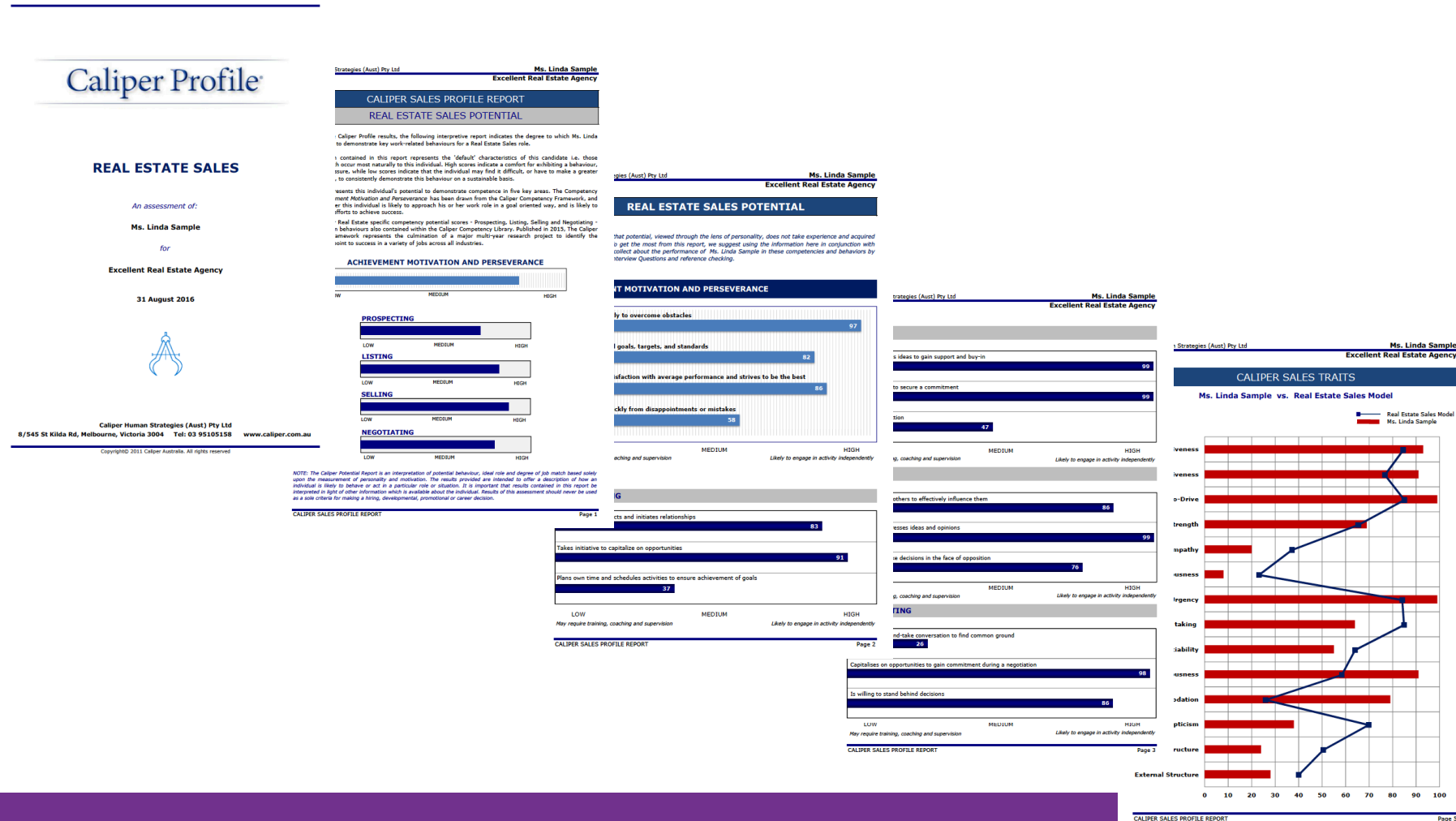
Compare Assessments

Export Metrics

Name	Challenges the status quo	Coaches others	Considers others' views	Creates new concepts	Establishes goals for staff	Expresses ideas confidently	Follows through	Gets buy-in	Identifies key stakeholders	Implements strategies	Makes long decisions
Jane Ackert	48	28	66	20	31	51	36	48	37	23	78
Greg Corfield	22	66	90	70	19	18	42	19	36	48	17
John Farrell	99	65	82	98	84	99	17	96	99	91	74
Sue Moore	39	69	52	31	75	51	89	64	34	54	60
Britt Sample	98	62	52	96	77	88	17	90	99	86	89

Potential: Weak Moderate Strong

Caliper Full Report



Meetings

Daily

- PA
- EA
- PM (if necessary)
- SM

Weekly

- Housekeeping
- 1 on 1's
- Training Session
- PM Team
- Marketing
- Technology
- Admin/Support

Monthly

- Board Meeting

3 Monthly

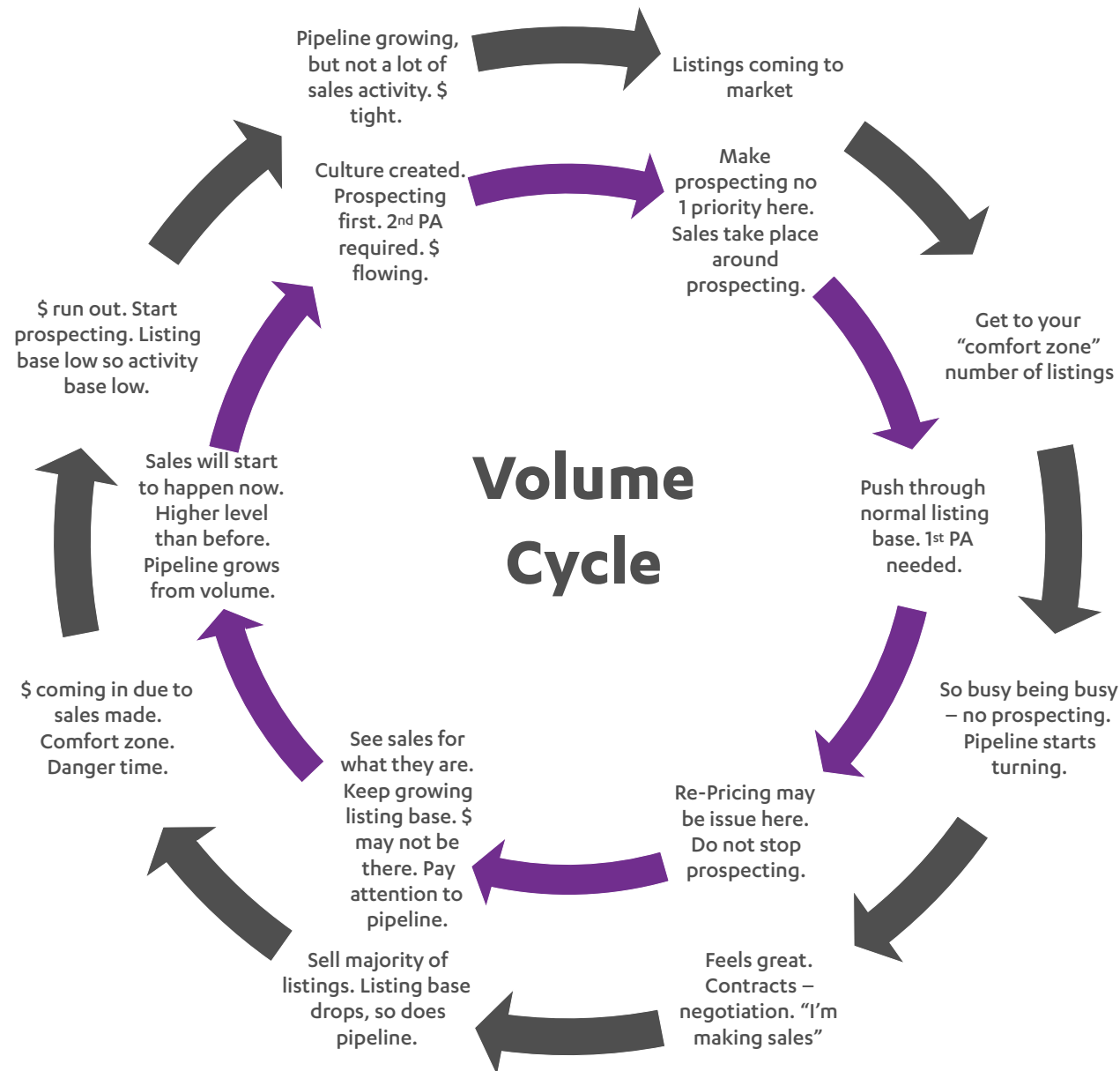
- Full Planning Session

The 90 Day Meeting

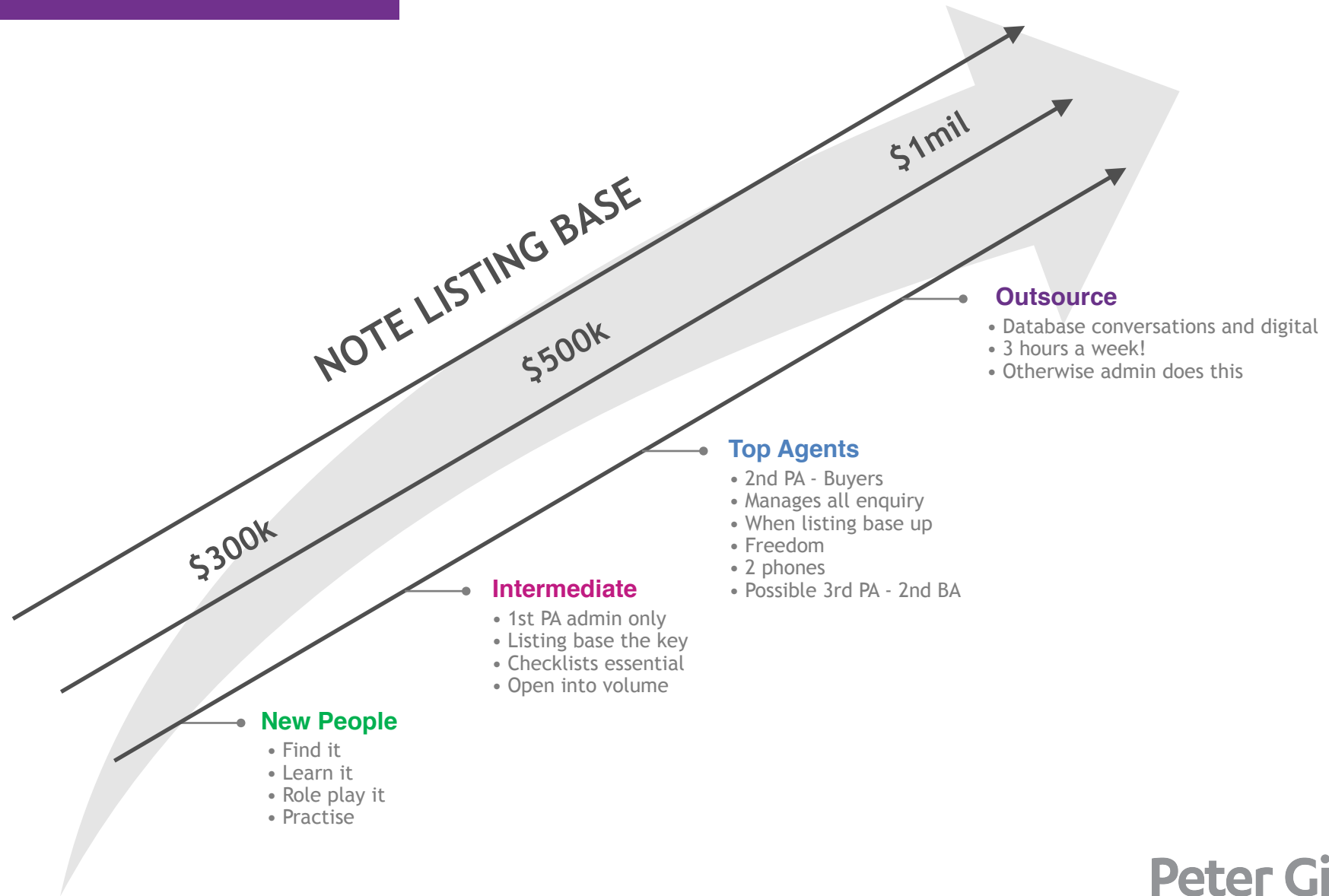


Types of Markets

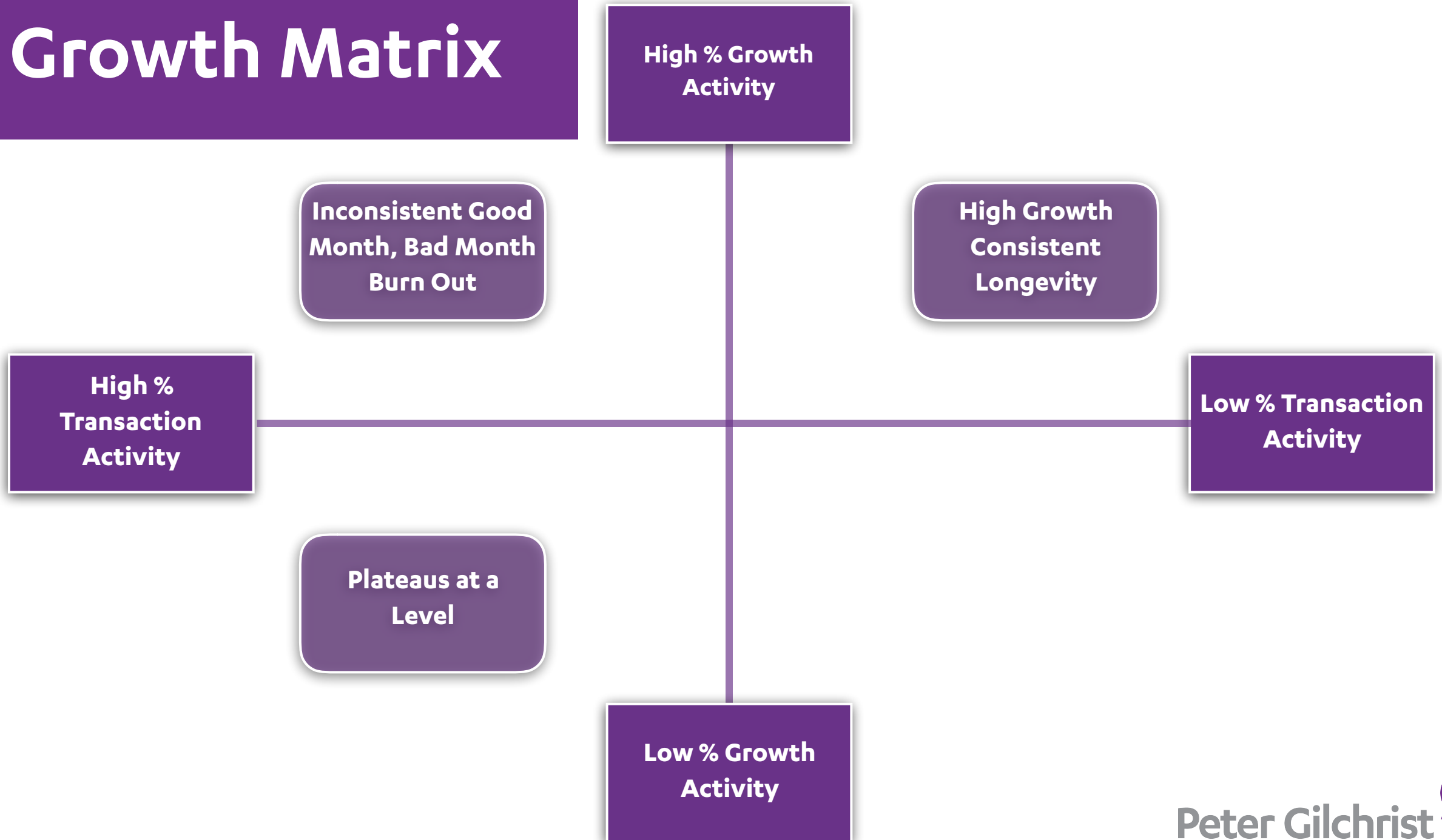
A Sellers Market	A Balanced Market	A Buyers Market
Lots of buyers. Fewer homes for sale. Prices may be moving. Fewer 'For Sale' signs. Average time to sell is shorter. Offers may be received day 1 or 2.	Buyers & homes available. Prices may be stable in some areas & not much movement in others. Some signs up. Offers will come with good marketing.	Fewer buyers out in the market. Large numbers of homes on the market. Prices appear stable to you. For sale signs everywhere. Average time to sell is longer. Offers harder to come by.



Team Growth Graph



Growth Matrix



Strategies to look for



MACRO Strategies

- **Time Management**
- **More Prospecting**
- **Auction**
- **VPA**
- **Health**
- **Home**
- **Business Plans**
- **Prospecting Plans**

MICRO Strategies

- **Fliers to use**
- **Scripts & Dialogues**

**Their States to
watch out for**



Your Learning

- **All about learning about YOU!**
- **NLP**
- **Hypnosis**
- **Wim Hoff**
- **Enneagram**
- **Journey**
- **Avatar**

Role Playing



Training means doing, not listening. It is an absolute measure of whether you have a learning organisation.

Your State



Burrowing Down



Coaching them in or out



Outsourcing

When to Outsource



Case Study 1

Was doing 1 mill, dropped to 300k

Case Study 2

Been divorced... Not recovering...

Case Study 3

Suffers anxiety / depression...

Case Study 4

Big talker...says yes, nothing happens...

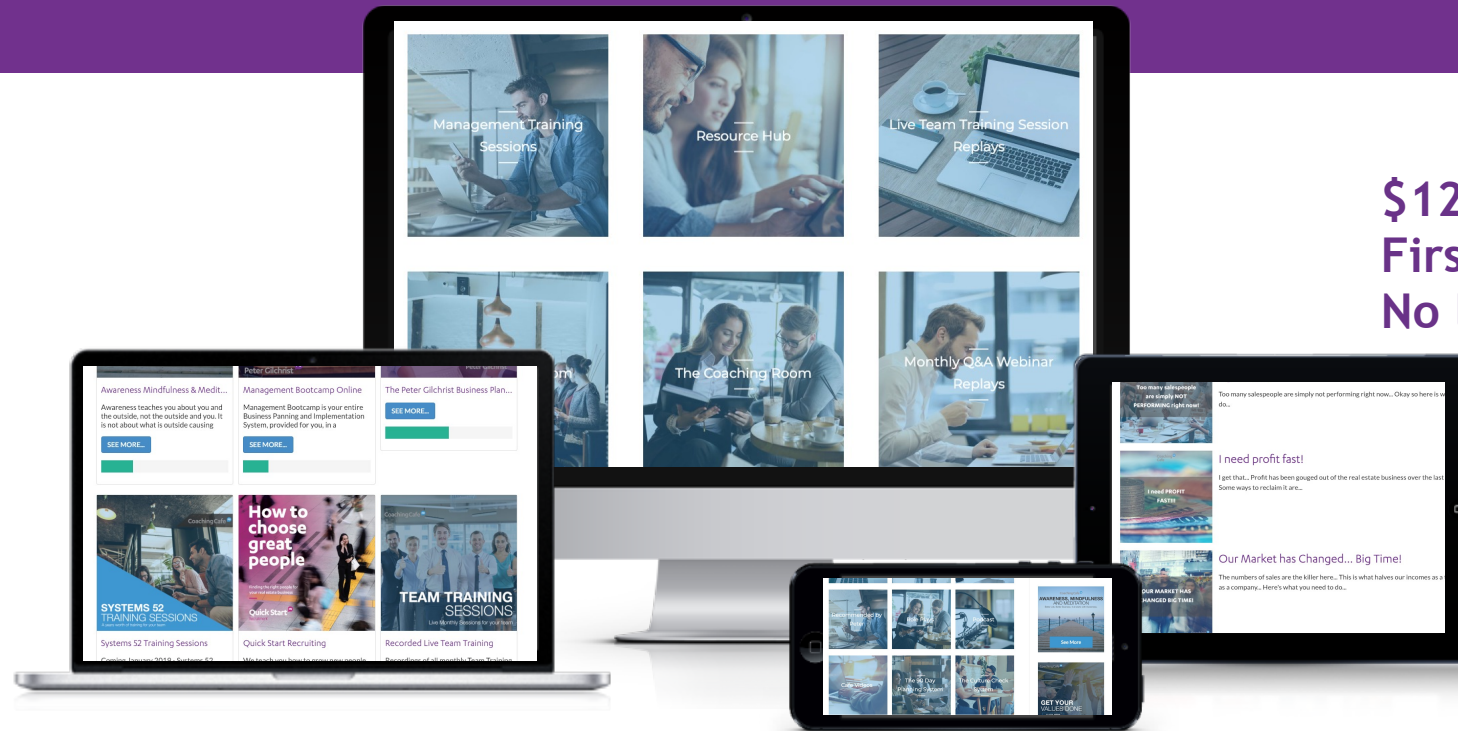
Case Study 5

Gone to a new area... nothing happening...

Case Study 6

8 months new... nothing happening...

Coaching Cafe for Managers



\$127 + gst per month
First 30 days free
No lock-in



Interactive

- Ask Peter a Question anytime
- Monthly Q&A Webinar



Strategic Management

- Coaching Room
- Strategy Room
- Monthly Strategic Coaching Focus - with weekly training, tips and tools



Tools, Templates, Courses for all your needs

- 12 Online Courses & 6 MasterClasses
- Courses and Masterclasses added monthly
- Hundreds of Scripts & dialogues
- Database Conversations ideas and templates
- Templates for 90 day and 12 month Plans
- Checklists, planners, questionnaires... and more



<https://petergilchrist.com.au/coaching-cafe-for-managers>

What you get!

- An interactive coaching site where you can be guided through all the various topics
- Monthly training sessions on topical issues, direct into your office, or use the recordings at a later time
- Questions answered in the monthly Q&A Webinar, and Peter's suggestions re-worked for all to hear in the Coaching Room
- Strategy Room - where relevant issues are answered in a clear and logical way, linked to the relevant training material available
- Video's, masterclasses and training sessions on management issues, all here for you as a coaching resource.
- We will design the ideal coaching for you, for 12 months. Follow the recommended steps and monthly coaching focus and you will work through the 12 month coaching plan.
- Management Bootcamp 3 Day Management workshop, all online available in the Coaching Cafe, with Presentation, workbook, worksheets, and video!

What will this cost you?

Coaching Cafe for Managers

\$127+ gst

per month

- First month free
- Monthly Q&A Webinar
- Monthly focus to keep you on track
- Over 10 of Peter's signature Courses
- 6 MasterClasses - added to monthly
- Monthly Team Training Sessions
- Templates and Tools
- Coaching Room Tips
- Strategy Room
- Bonus Training Sessions
- Scripts & Dialogues
- Full 3 Day Management Bootcamp Online
- Private Facebook Group
- Discounts on upcoming Seminars



<https://petergilchrist.com.au/coaching-cafe-for-managers>

1 on 1's, Accountability and Goal Setting

Peter Gilchrist



**HOW TO RUN EFFECTIVE 1:1's
ACCOUNTABILITY & GOAL
SETTING**

FOR SOME MANAGERS THIS IS A PROFOUND MOMENT!

It's when you take back control of the office,
and the tail stops wagging the dog.

Of all the coaching aspects in a real estate business, running
effective 1 on 1 sessions can turn attitudes, culture and results
around the fastest.

\$167 + GST

<https://petergilchrist.com.au/events/>

Vault Management Intensive



Vault

Management Intensive

Sort your systems out once and for all!

**Come and learn how to 3X
your business!**

Total Planning System to run your empire!

3-day lock down transformational workshop to create scalable, balanced growth in your business. This is all about the detail, the "how to" to create your vision.

**Gold Coast
19 -21 Feb 2020
\$2450 + GST**

<https://petergilchrist.com.au/>

Peter Gilchrist Coaching

A photograph of Peter Gilchrist, a middle-aged man with a grey beard and balding head, wearing a light blue button-down shirt. He is smiling and looking slightly to his left. The photo is overlaid with a semi-transparent white box containing text and a logo.

Peter Gilchrist
Coaching



1:1 or Coaching for your Office

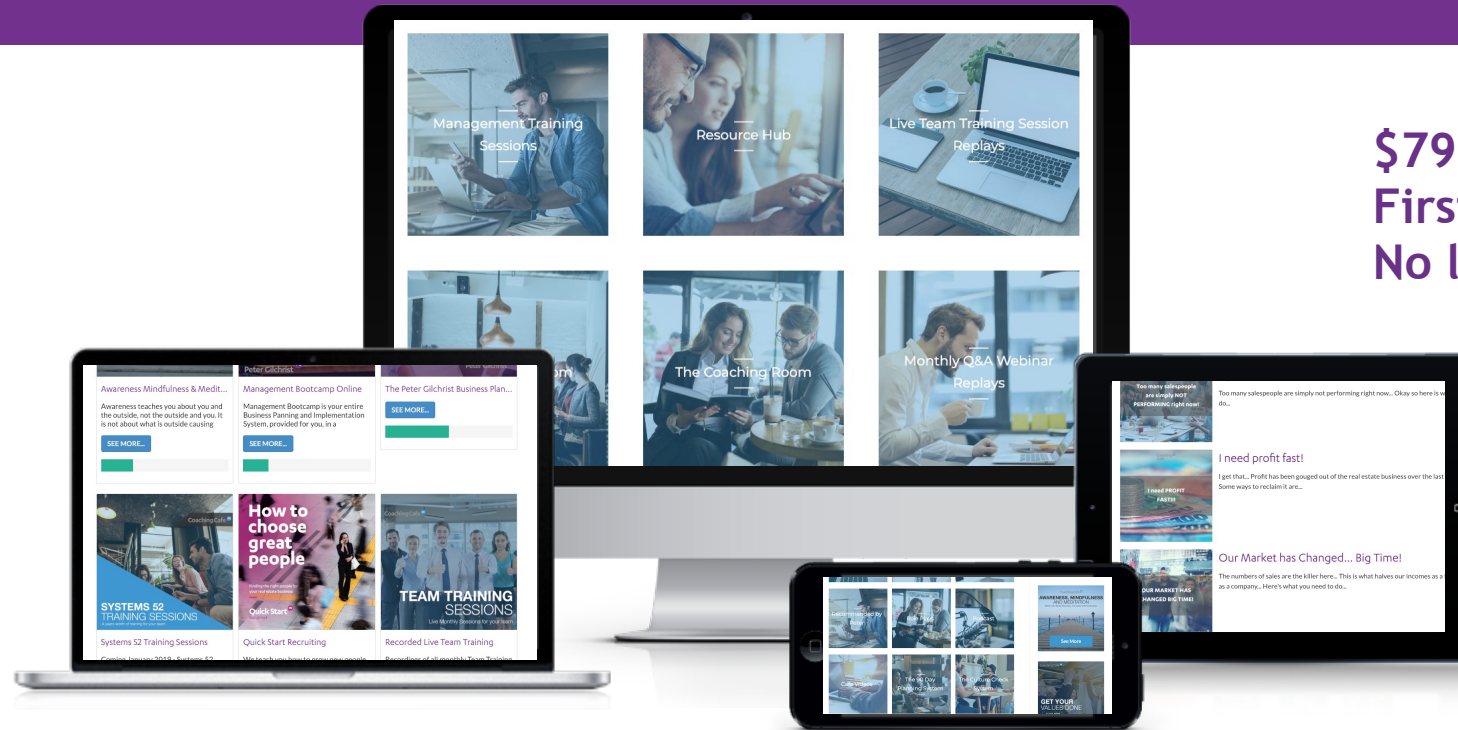
Peter works with the best of the best on a daily basis and can see what works in terms of getting real growth.

When you are being coached by Peter whether as a selling manager, a manager, or top sales person, it all starts with 1 word... AWARENESS!

\$1500 + GST per month

<https://petergilchrist.com.au/coaching/>

Coaching Cafe for Agents



\$79 + gst per month
First 30 days free
No lock-in



Interactive

- Ask Peter a Question anytime
- Monthly Q&A Webinar



Training Courses

- The Edge Presentation Skills
- Prospecting 101
- Digital Prospecting
- Working with a PA
- Systems 52 Training Sessions
- Managing Volume Masterclass
- Re-Pricing Masterclass



Tools and Templates for all your needs

- Hundreds of Scripts & dialogues
- Database Conversations ideas and templates
- Templates for 90 day and 12 month Plans
- Checklists, planners, questionnaires... and more

🔗 <https://petergilchrist.com.au/>