

Coaching Skills for Busy Managers

Workshop Description

LEARNING GOALS & OUTCOMES

- ✓ **Understand** the critical role of coaching in managing your **talent pool** and **leadership pipeline**
- ✓ **Learn** a **performance management model** that emphasizes managing around expectations, values, and standards of excellence, *not personalities*
- ✓ **Learn** to have impactful coaching conversations in *less than 15 minutes*, eliminating the *time barrier*
- ✓ **Create** a **feedback rich culture** by increasing the quality of daily feedback, including recognition
- ✓ **Learn** to **flex your leadership style** based on a team member's maturity, skill and motivation level
- ✓ **Understand** the core **coaching skills that lead to mastery:**
 - Setting strong, collaborative agendas
 - Using powerful questions and deep listening to get to the *root cause*
 - *Big Picture, Small Frame* conversations
 - SMART actions that grow people, build accountability and move business action forward...*stop leaving money on the table!*
- ✓ **Develop** your **feedback sweet spot** between results and relationships, caring and candid, and purpose and performance.

"The only thing worse than training your employees and having them leave, is not training them and having them stay."

Zig Ziglar

OUR PRINCIPLES

We are learner-centered. We directly teach concepts, skills, tools, and our point-of-view. However, we invite participants to share what's business-critical for them and how the curriculum can be tailored for highest, relevant value.

Practice makes permanent, not perfect. Adults learn best by doing and with lots of useful feedback. Participants should come prepared to receive coaching and engage with new knowledge, skills and tools. **Perfect practice makes perfect!**

Everyone learns differently. We use a variety of teaching methods that tap into learning preferences.

Training and development initiatives should have ROI. Participants are expected to link their development with goals and actions that will advance their organization's performance results.

TRAINING INVESTMENT

Includes...

- ✓ Necessary planning meetings with key stakeholders
- ✓ Pre-program preparation materials and assignments
 - ✓ Training workbook
- ✓ Laminated coaching and management tool
- ✓ Post-program materials and assignments

For free tools & resources visit
www.steverudolphcoaching.com