

Developing Others

This engaging one-day program provides leaders with the mindset, skills and tools to fully harness employee potential.

Learning Outcomes

- Identify the importance of modeling and having models
- Assess what we have to believe in order to be an effective coach
- Define the two sides of the coaching continuum and the appropriate strategy
- Practice a five-step coaching model
- Effectively assess a performance issue and the link to goal setting

Program Flow

Welcome

Introduction
Learning objectives

Modeling

Importance
Who can be a model?
Linked to trust

Coaching

What matters
What you need to believe

Coaching Continuum

Ask or Tell

Ask Coaching

Why we are not good at ask coaching
Five-step model
Coaching scenarios

Coaching Zones

Where to spend your time

Tell Coaching

Activity: ABC Cards
Five-step model
Emotional beings who think
Thwarting ploys
Cockroach theory
Coaching scenarios

Assessing Against a Standard

Effective assessment
Leslie Stone case study

Require

Language matters
Consequences

Application

Trios (performance or developmental)

Workshop Close

Job aid
Workshop evaluation