

Managing & Mentoring Others

Companies find themselves more and more competing on the basis of human capacity – finding more efficient ways to employ their peoples’ knowledge, skills, and expertise. However, many organizations are finding that this is not enough to ensure their desired spot in the marketplace. What these organizations are discovering is a need to *optimize* the talent inherent in their people.

Organizations are discovering a need to invest in their human talent in ways that bring about a change in how people make choices in applying their knowledge, skills, and expertise – with the purpose of enhancing both individual and organizational performance. And coaching remains as *the* most singular effective means of making this investment.

Managers must optimize the efforts of their people as they engage in systems and processes to get work done. They must coach in ways that enable their people with information about their performance and inspire them to take action in different and unique ways – growing both the individual and the organization. *2 ½ Days*

Benefits	Content
<p>Managers deepen their understanding of:</p> <ul style="list-style-type: none"> ~ The critical role they play in linking engaged employees to business results ~ The importance of clearly articulated outcomes in the pursuit of performance and employee development ~ The essence of manager/employee relationship and quality of conversations 	<p>The Manager As Mentor</p> <ul style="list-style-type: none"> • <i>The Role of Manager</i> • <i>The Continuous Choice Process™</i> • <i>Conversation: The Foundation of Mentoring</i>
<p>Managers learn that team member performance occurs along a continuum. To optimize the full potential of individual team members, managers learn to provide feedback throughout the continuum of performance, from “below” through “meets” to “exceeds”.</p>	<p>The Performance Continuum</p> <ul style="list-style-type: none"> • <i>Communicating To Engage</i> • <i>A Range of Feedback Opportunity</i> • <i>A Strengths Based Approach</i>
<p>Managers examine the complexity of the work environment within the sphere of responsibility of their team. They gain a more complete understanding of the requirements for success in that environment</p>	<p>Approach To Managing and Mentoring Others</p> <ul style="list-style-type: none"> • <i>Establishing Performance Expectations</i> • <i>Determining Individual Readiness</i> • <i>Providing Feedback to Build Capacity</i> • <i>Practice Sessions</i>
<p>Post Session Implementation</p> <p>Managers are able to create workplace environments that encourage and enable continuous learning, inspire individual employee engagement, and create extraordinary business performance.</p>	<p><i>Action Planning</i></p> <p><i>DiSC Insights & Strategies To Teams</i></p> <p><i>On-going Support</i></p> <p><i>Measurement & Accountability</i></p>