

Ensure development occurs and becomes improved on-the-job performance

Embracing responsibility for developing others, plus how to ensure training transfers into observable on the job performance

Developing and Coaching Others

Purpose

Developing and Coaching Others enables your team leaders to direct their team toward a shared goal and to achieve the organization's strategic objectives. Team leaders will learn how to maintain and enhance the self-esteem of their team members while including them in decisions and basing discussions on behavior and not on attitude.

This program establishes a methodology for productive interactions by focusing on the basics—the skills required to manage ways that change behavior, and impact on performance of their team members by coaching and supporting learners effectively before, during, and after learning experiences.

Objectives

Participants completing *Developing and Coaching Others* will be able to

- Effectively lead the ongoing development of their team in order to continuously build the capability of each member,
- Successfully handle “coaching moments” in a manner that ensures improved performance on-the-job.
- Significantly impact on the job performance by being committed and knowing how to coach and support team members through and beyond a learning process.

The Training

Offered in Classroom Format

Classroom Time: 4 hours



THE LEADERSHIP CURRICULUM