

Coaching for Growth

In this two-day workshop, you will learn how to do all this and more:

- Know your staff: What are their strengths, performance gaps, interests and their vision for the future? I will show you how to set your staff on the right course so you have employees that are willing and able.
- Communicate clear expectations and objectives: You may know what you want from your staff and why but do they? I will show you how to make the link between what they need to do and how they fit into the big picture so they take ownership for their work.
- Coach with a focus in mind: While 'learning on the job' may be standard practice, there are too many costs involved with this approach. I will show you how to use a specific coaching process that will ensure consistency, performance growth and long-term reinforcement.
- Establish root cause: Don't waste your time guessing or assuming why someone may not be performing to expectation. I will show you how to spend your time wisely by following a guideline that will determine the true cause and help you establish appropriate measures to build competencies.
- Communicate feedback that means something: No more waiting until the performance review. Be proactive and consistent with how you deliver feedback. I will show you how to incorporate feedback into daily expectations so your employees are not second-guessing their performance and value.
- Uncover what motivates and inspires your employees: Everyone starts off with positive intentions of doing well and being successful. Be the leader who is supportive and encourages inspiration. I will show you how to create and maintain an environment where people are motivated, accountable and do what's needed because they want to (not because they are forced to).
- Provide guidance in career objectives: People are focused and have more energy when they have goals that they define and can strive for. I will show you how to engage your employees to find out what else they want and how you can best support them in attaining it.