

The Practical Coach

Inspiring, Encouraging, and Challenging Your Team

A Harvard Business Review article indicates that “Coaching” is the least used leadership style by supervisors and managers even though research indicates that it is the most effective in developing high-performance workers. Do your leaders know how important it is to coach their team toward success?

At the completion of this four-hour workshop, the participant will know:

- The importance of a coaching leadership style
 - How to identify workers’ performance deficiencies
 - How to give feedback that is clear and concise
 - How to motivate a worker to a higher performance level
 - Recognize “side tracks” (excuses) and set clear expectations
 - How to mediate a dispute between two workers
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Most organizations tap only 40 percent of their employees’ potential. In addition, they use only 20 percent of the intellectual capital of their employees. The only way to tap the “discretionary” potential of a worker is through effective coaching. This leadership style is resisted by most managers and supervisors, probably because it does not bring immediate returns. It is an arduous task to develop another person into a sufficient, independent worker. But the rewards, tangible and intangible, are impressive.

A leader is best when people barely know he exists, not so good when people obey and acclaim him, worse when they despise him...But of a good leader who talks little when his work is done, his aim fulfilled, they will say, “We did it ourselves.” ~~ *Lao-tzu*

Length of workshop: 4 hours

Who should attend: Managers, supervisors, lead persons

Vendor: Mineral Area College (Contact Bev Hickam, Director of Business and Industry Programs, 573-270-3542)