

Coaching for Development: Integrated Approach from Managers

Successful leaders put time and energy into employee development. While your company sets the policies and provides resources, you, the manager, work directly with employees to prepare and execute development plans. Well executed development plans bring benefits on many levels: results for the organization, higher morale and loyalty to managers, and increases in employee engagement.

Employee development happens only if managers make it a priority. In this interactive program, you'll learn powerful techniques to combine coaching with daily work activities and achieve immediate work goals while developing competencies. The integration of developmental coaching saves time and enhances employee satisfaction.

Learning Objectives:

- Integrate employee development into daily work.
- Demonstrate the necessary skills to have an effective and efficient coaching conversation.
- Strengthen your ability to readily identify coaching opportunities.
- Demonstrate skill in the application of the coaching process.



CEUs:
0.7 (7 hours)

HRCI Credits:
7 HR (General)

SHRM:
7 PDC

Learning Options:

- Classroom training
- At your location
- Live Online

Who Should Attend:

- Managers with direct reports who want to grow talent and improve their work group performance.

Learn. Grow. Succeed.

Delivery options include learning at MRA, at your location, or online.
Contact MRA to explore how this program may be customized to your unique individual and team training needs.



www.mranet.org

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Course Outline

- ◆ Define coaching and determine what your coaching style is
- ◆ Examine the role of communication in coaching
- ◆ Identify the key steps of the coaching process
- ◆ Assess how to identify coaching opportunities
- ◆ Develop a plan for a successful coaching discussion
- ◆ Practice holding an effective coaching conversation
- ◆ Construct a plan for handling ongoing coaching
- ◆ Demonstrate giving positive and productive feedback

“ This class gave me new tools to provide timely, constructive feedback. ”



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