Leaders play a key role in accelerating the growth of their teams, which results in more leaders and staff being prepared to deliver on critical business imperatives. Leaders learn to define the current state of team development as well as the ideal future state, pinpointing team and individual strengths and growth needs. They also need to know how to identify and develop high potentials for future leadership roles, assess the impact and effectiveness of development efforts, and provide feedback.

MODULES:
In this program, we will discuss the following modules:
1. Developing Organizational Talent
2. Coaching for High Performance

Objectives

Helps leaders:

- Identify their team’s development needs as they relate to achieving current and future business priorities.
- Describe the experienced leader’s role in developing direct reports.
- Recognize how to achieve the highest pay-off for their efforts in developing others.
- Use a three-phase process—Assess, Acquire, Apply—to help individuals identify strengths and growth areas, plan development strategies, and acquire and apply new or enhanced knowledge, skills, and behaviors.
- Monitor, measure, and provide feedback on the effectiveness and impact of development efforts for the individual, team, and organization.
- Clearly differentiate and seek higher-level coaching opportunities that provide significant payoff to the individual, team, and organization.
- Apply advanced skill to conduct more compelling, collaborative, and rewarding coaching discussions.
- Offer feedback that people can accept and act on to ensure achievement of business goals.
- Monitor and measure the continuous improvement of caching skills in themselves and those they coach.
- Demonstrate a deeply personal commitment to building and sustaining a coaching culture.
Developing Organizational Talent

Course

- **Strategic Development**: Participants gain perspective on their roles as talent managers, and begin to explore ways to develop others using a High-Payoff Development model.

- **Development Model Phase One: Assess**: Participants gain experience using a Taking Stock Analysis form to identify competencies to develop, and learn how those drive a finite number of key development areas as the first step in the development planning process.

- **Phase Two: Acquire**: Participants explore the 70/20/10 guideline, learn about the importance of providing ongoing support, and begin to draft development plans for a team member they’ve selected.

- **Phase Three: Apply**: Focusing on measurement, barriers, and leveraging multiple application opportunities, participants finish drafting the development plans.

- **STAR/AR Feedback (Optional)**: Facilitator introduces the STAR/AR model for providing feedback and provides or seeks examples, underscoring the importance of giving feedback during the development process, particularly during Apply.

- **Summary and Call to Action**: Participants identify one or two key actions that will sustain development and draft an action plan to realize those goals.

Details

- **Target Audience**: Mid-level/operational managers.
- **Course Length**: 8 hours.
- **Prerequisites**: None.
- **Series**: Suitable for all environments.
- **Group Size**: 8 to 16 people.
- **Prework**: Yes. 30-40 minutes to review their role as developers of organizational talent, read a case study, and complete a self-assessment.

CONTINUING EDUCATION UNITS: .8 (Duration: 8 hours)

To Register Call:
281.542.2061

Registration Deadline:
Sept 12, 2013

Date: September 27, 2013

Time: 8am – 5pm

Cost: $850 (Material Incl)

Location:
San Jacinto College Central
8060 Spencer Hwy
Pasadena, Texas 77505

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