

Powerful Conversations

That Drive Performance

A breakthrough experiential learning program for executives and managers, combining interactive seminars and performance coaching

Purpose

Participants will learn to lead and coach their “direct reports” toward:

- **Meeting continually higher performance standards**
- **Creating more promotables through advanced skill-building**
- **Higher retention rates of highly valued employees**
- **Taking more responsibility for own competency development and growth**
- **More successful implementation of strategy**
- **Moving their own “low performers” up or out**

Seminar Component

During five experiential learning sessions staged over a 4 to 6 month period, participating managers learn skills critical to developing direct reports, and then apply those skills to “live” work situations.

Participants’ actual management responsibilities and supervisory relationships serve as the basis for seminar case studies, role-plays, didactics, and discussions. The interaction of seminar participants builds support and team spirit, as well as leading to group convergence on principles for developing direct reports.

Topics Include:

- **Holding Powerful Conversations**
- **Assessing Employees**
- **Setting Expectations and Goals**
- **Maintaining Accountability**
- **Giving Feedback**
- **Generating Trust & Empowerment**

Between sessions, participants use tailored assignments to practice new approaches. Debriefings and discussions at subsequent sessions reinforce learnings from the assignments.

Coaching Component

Between seminar sessions, *Career Directions* provides each participant one-on-one coaching (8 to 10 coaching sessions) to apply seminar content to their own situation and issues. This first-hand experience of developmental coaching provides participants with a model of the coaching process. Personally receiving the benefits of coaching also motivates them in their own coaching of direct reports.

Outcomes

- **Leaders learn to conduct powerful conversations that build employee commitment and drive individual and organizational performance.**
- **Leaders create powerful performance management plans tailored to each employee, with employee buy-in and accountability.**
- **Leaders stretch their employees to build new strengths, and empower them to take on more responsibility for development and performance.**

Career
Directions

Career Management
and
Leadership Coaching

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