

Developing Others

The key to successful leadership today is influence, not authority

Course Overview

How You Will Benefit

You don't always need to look outside your organization for the skills you feel it is lacking. Often, the talent you seek already exists within your workforce, just waiting to be discovered and developed.

Management insight is key to being able to pinpoint the talent you have and knowing what you need to do to develop it. Gathering accurate information about staff is vital to developing the talent intelligence you need to support your wider goals.

Up-to-date information on all aspects of the workforce's experience, ambitions and performance levels should be captured as part of daily management tasks.

One of the best ways to increase employee engagement and retention is to improve an individual's satisfaction with development opportunities in an organization. In addition to an individual's pay and benefits, developing new skills is viewed as a very important benefit for most employees.

Benefits of Utilizing the 5 Principles

A work environment that Develops Others:

- Explains the relationships between your personal presence and your ability to influence people and situations
- Recognizes how specific behaviors increase or decrease an influential presence
- Takes steps to authentically interact with others in a more influential manner
- Engages and motivates work teams
- Reduced absenteeism and employee turnover

Course Objectives

At the completion of this module participants will increase their ability to:

- Describe the role of a manager in developing others
- Explain how developing others can benefit everyone: those being developed, the manager, and the overall organization
- Recognize the challenges faced in developing others
- Identify opportunities to develop the skills and capabilities of others
- Demonstrate a set of key actions for developing others
- Demonstrate a variety of listening and asking techniques that will help others feel confident in their own decisions
- Conduct focused development conversations that result in professional development and growth.

Key Topics Covered

This course explores the following subjects in depth:

- Benefits of developing others in your team
- 6 Key Actions for developing others
- Identifying and confirming opportunities to develop team members
- Effective listening and asking techniques
- Planning for a development conversation
- Practicing developing others
- Planning for the future when developing other team members

What the Course Offers

- Experiential learning setting
- Opportunity to learn from others while applying the concepts in a risk-free environment
- Complete set of materials including participant guide, classroom videos and learning summary cards