

TalentCoaching™

DEVELOP YOUR PEOPLE INTO EFFECTIVE LEADERS

“We had institutionalized mediocre performance as our corporate culture. Developing effective coaching practices was a way to break the stalemate. I would not have thought it could be that simple...grow the business by growing my people. We have seen a direct return on every hour of our investment in coaching in this organization.”

Telecommunications Manager

BUILDING HUMAN PERFORMANCE



PROGRAM SPECIFICATIONS

Based on over 20 years of research, our TalentCoaching™ program incorporates Novations proprietary Four Stages™ of Contribution Model, and gives participants the insights, tools, and techniques to grow business results by developing others.

PROGRAM OVERVIEW

An organisation's competitive advantage rests squarely on its ability to quickly develop leadership capability throughout the entire workforce. Coaching is the most powerful vehicle available for achieving results and building organisational capability. Coaching helps you increase the level of contribution within the organisation and at the same time helps the individual grow and develop.

Leaders within the organisation play pivotal roles in coaching, mentoring, and developing employees into high performing employees. Research has proven that matching employees with appropriate job assignments is the single most important factor in increasing individual capability and contribution.

The benefits of developing effective coaches include:

- Leveraging the coach's contribution to the organisation
- Engaging and developing the distinctive capabilities of the individuals being coached
- Build bench strength within the organisation
- Communicating clear expectations to employees
- Meeting client needs with integrated business solutions
- Driving increased productivity, results, and profits

TalentCoaching™ Program Logistics and Outcomes

Audience:	All employees who either formally or informally manage, coordinate, or supervise the work of others	After completing the program, participants will be able to: <ul style="list-style-type: none">• Demonstrate the critical importance of moving from contributing independently to contributing through others• Understand the four fundamental coaching skills—Building Trust, Promoting Discovery, Mirroring Reality, and Delegating• Recognize and understand what makes a successful coach• Learn how to conduct a productive development discussion with employees to maximize contribution• Make job assignments that provide sufficient challenge to engage people without overwhelming them• Develop a coaching plan for one or more individuals• Apply the concepts and skills in real-life coaching situations
Prerequisite:	One-day Novations Talent-Development® Program	
Length:	One day (instructor-led version)	
Delivery:	Instructor-led facilitated by a Novations or certified internal trainer	
Class size:	15-20 participants	
Methodologies:	Exercises, role-plays, peer and trainer feedback, and lecture	
Online Pre-work:	Online pre-work requires internet access (Netscape or IE 4.0+)	
Certification:	3-Day onsite Train-the-Trainer	

For more information about how Novations Talent Coaching can increase performance in your organisation, please visit our website www.emenex.co.uk or call +44 (0) 8450523593