

Middle Managers & Superintendents	1	1	1	1	1	1	1	1	1	1	1	1	1
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Time Allocation - Topics

20% Performance Clarity

- Reduce your teams turnover- with timely coaching and feedback
- Linking your coaching and feedback to accomplishing your teams goals
- The role of coaching and feedback with your top-performers

10% Mastering the Art and Science of Coaching and Feedback

- The impact on your coaching and feedback on your teams morale
- How to target your coaching and feedback for Millennials

10% What Great Leaders Do Differently

- Providing custom coaching and feedback for each of your team members
- Few managers (10%) have the total package
- Triple your chances of getting promoted

20% The Behaviors of Great Leaders

- Linking coaching and feedback to your companys accountability system
- How to link coaching and feedback to staff members performance
- Connecting your coaching to managing up- to your manager

30% Aligning Your Personal Growth & Development to Your Career Goals

- Learn strategic skills and steps to apply your coaching to Millennials
- Design your personal Individual plan in this workshop- to grow as a manager
- Target your performance coaching development- toward your next promotion

10% Reading the Correct Style of Coaching for Each Team Member

- Linking coaching to delivering results for your team-delegation
- Reduce the amount of time you spend following up on assignments with staff

Focus

Primary - Leadership Development

Accelerating Performance Improvement, Adaptability, Creativeness, Decisiveness, Initiative, Leading Change

Secondary - Planning/Organizing

Leveraging Continuous Improvement Processes, Building Teamwork, Problem Identification, Evaluating Alternative Solutions, Developing Specific Plans, Determining Required Resources

Tertiary - Executing/Controlling/Evaluating

Executing Performance Improvement Initiatives, Decision Making, Delegation, Coordination

Level

Introductory Intermediate Advanced

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