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THE MANAGER AS COACH: CRITICAL SKILLS FOR ACHIEVING HIGH PERFORMANCE
with Bill Hawkins
$475 (US) per person

VIRTUAL SESSION (3-HOUR)

THE MANAGER AS COACH: CRITICAL SKILLS FOR ACHIEVING HIGH PERFORMANCE

As a leader in your organization you know that it's your responsibility to support, coach, and engage your team during this time of turmoil. In this session we'll examine strategies and tactics to maximize your effectiveness coaching others in this new world. Discover how to keep your team engaged and motivated even when theyre distracted, anxious, and mentally and emotionally exhausted.

BILL HAWKINS

Mr. Bill Hawkins is an expert in leadership effectiveness. In association with Marshall Goldsmith Partners he has worked with over twenty Fortune 500 companies in seventeen countries. Mr. Hawkins began his career working for a division of Johnson & Johnson in sales, marketing, and product management positions. He then joined Boston Scientific Corporation as Director and then Vice President of Sales and Marketing. For the last fifteen years Mr. Hawkins has worked with organizations to identify and develop high potential leaders. During this time he has designed and facilitated leadership-training workshops with leading organizations on five continents. He also coaches leaders individually to increase personal effectiveness. With his blend of consulting and management experience, Bill brings a breadth of understanding and insight to "real world" situations. Aside from his work with major corporations, Mr. Hawkins has donated his services to the International Red Cross / Red Crescent, the New York Association for New Americans, and the Girl Scouts of the USA. He holds a BS from Drake University, and an MBA from Indiana University. He is member of the Learning Network, the Peter Drucker Foundation "Thought Leaders Forum", and is listed in Who`s Who in International Business. Mr. Hawkins is a contributing author in the Peter Drucker Foundation book The Organization of the Future, (Jossey-Bass, l997). He is also a contributing author in Coaching for Leadership (Jossey-Bass, 2003), Change Champions Fieldguide (Best Practice Publications, 2008), and What Got You Here Wont Get You There In Sales (McGraw Hill, 2011).

TOPICS COVERED

A 5-STEP PROCESS TO KEEP YOUR TEAM ENGAGED AND MOTIVATED

- ACKNOWLEDGING WHEN THEY'RE DISTRACTED, ANXIOUS AND MENTALLY AND EMOTIONALLY EXHAUSTED
- PRIORITIZING CONNECTION OVER CORRECTION WHICH COACHING IN TURBULENT TIMES

COACHING FOR DEVELOPMENT

- ENCOURAGING FEEDBACK
- IMPORTANCE OF FOLLOW UP

ENCOURAGING DEVELOPMENTAL SUGGESTIONS

- FEED FORWARD INSTEAD OF FEEDBACK
- APPLICATION BACK ON THE JOB

COACHING FOR BEHAVIOR CHANGE

- WHEN THIS PROCESS WORKS -- WHEN IT WON'T
- MINI-SURVEY TO TRACK RESULTS FOR MEASURABLE RESULTS

COACHING (SEASONED VETERANS) FOR ENGAGEMENT

- 6 QUESTION TECHNIQUE
- CHALLENGING NEW WAYS TO LEARN

TEAMBUILDING WITHOUT TIME WASTING

- TARGETING TEAM ISSUES AND INDIVIDUAL ISSUES
- INVOLVING EVERY MEMBER OF THE TEAM

FOR REGISTRATION PLEASE CONTACT: - IMS Regional Director -
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