



COACHING YOUR TEAM DURING TURBULENT TIMES
with Bill Hawkins
\$395 (US) per person

VIRTUAL SESSION (3-HOUR)

COACHING YOUR TEAM DURING TURBULENT TIMES

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, 1997). 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 Won't Get You There In Sales* (McGraw Hill, 2011).

TOPICS COVERED

THE SUCCESS DELUSION - WHY PEOPLE RESIST CHANGE

FOUR KEY BELIEFS OF SUCCESSFUL PEOPLE
LEARNING WHAT TO DO AND WHAT TO AVOID

COACHING FOR DEVELOPMENT

ENCOURAGING FEEDBACK
IMPORTANCE OF FOLLOW UP

ENCOURAGING DEVELOPMENTAL SUGGESTIONS (CLASS EXERCISE)

FEEDFORWARD 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

DETERMINING -- WHAT IS MOST IMPORTANT

PERSONAL GOALS
PROFESSIONAL DEVELOPMENT

FOR REGISTRATION PLEASE CONTACT: - IMS Regional Director -
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