Overview:

In today's resource constrained environment, it is more important than ever that people have the right skills, knowledge and opportunities to contribute to their fullest potential. Rather than putting pressure on the bottom line, coaching and mentoring can improve profitability, because people that have been coached and mentored effectively are more likely to grow, succeed, and achieve results. Coaching and Mentoring for Performance Excellence helps leaders develop the essential skills needed to achieve results through others, and make a difference in the organization.

Description:

The value of Coaching and Mentoring has increased exponentially in recent years, especially as organizations begin to focus on leadership development as a critical path to success. Participants in Coaching & Mentoring for Excellent Performance will understand effective and ineffective approaches to coaching, learn ways to address their specific coaching/mentoring challenges and build skills they can use immediately. Videos and role-plays provide an opportunity to see constructive and ineffective coaching sessions. Participants discuss real-world scenarios that are directly related to coaching and mentoring skills; obtain tools used by successful coaches and mentors; and begin to build skills they can take back and apply with their group and their specific situation, so that the entire group or organization is able to perform at a higher level.

Audience:

Coaching and Mentoring for Excellent Performance is designed for team leaders and managers charged with developing members of their organization to become stronger performers and future leaders in the organization.

Benefits:

Managers and leaders will enable their group or organization to perform at a higher level by:

- Using coaching and mentoring to improve productivity, morale and retention
- Developing and practicing approaches for coaching that fit with your style and situation
- Gaining insights in how to provide constructive feedback
Facilitator:

Pam is an XLC facilitator delivering value in a number of areas from Leadership & Employee Communications, Cultural Awareness & Competence, Employee Survey Programs, Employee Relations, Teams, and Change Management. Her extensive career in leadership positions at Fifth Third Bank including Employer of Choice VP and Chief Diversity & Inclusion Officer provide Pam with the ability to understand a wide variety of corporate cultures and gaps in organizational development. She delivers a combination of content and experiential learning to produce the necessary impact to increase organizational success. Pam is certified in the following:

- Franklin Covey (FC) 7 Habits of Highly Effective People
- FC Leadership Greatness
- DiSC Personality Style Profile
- Career Systems International (CSI) Career Power
- CSI Career Coaching for Managers
- CSI Employee Engagement & Retention