



Coaching Program for Managers

Targeted Audience: 1st line and mid-managers in the high-tech and financial services sector; IT and Finance managers within corporations of any industry

Duration: 3 to 6 months (2-3 one-hour sessions per month)

Objective: Build skills to succeed in today's continually-changing, fast-paced and high-pressured workplace

Features:

- Uses real-time assignments to maximize learning and professional growth. Managers learn by doing
- Holds the manager accountable for integrating new behaviors into his/her day-to-day routine.
- Allows for managers to bring topics and challenges to the coaching session for exploration and resolution
- Can be done face-to-face or over the phone

Benefits:

- Dramatically decreases the amount of time the manager is away from work for management development; from days or weeks to one hour at a time
- Companies see results more quickly because learning from each session is immediately applied
- Managers have more buy-in to the process because they contribute to the content of each session
- Results are tangible for both the individual manager and the organization:
 - More effective communication at all levels of the organization
 - Increased productivity
 - Better problem-solving skills
 - Improved presentation skills
 - Improved ability to think strategically about business issues
 - More productive partnerships with managers and other departments

Skills:

- Create and articulate the team mission and expectations
- Make an effective presentation
- Sell ideas or recommendations to others
- Practice active listening to identify and address critical needs
- Learn the client's business
- Create an environment that supports team development