

DRIVING YOUR TEAM TO HIGH PERFORMANCE

Coaching and Developing Your Talent

The best leaders in history succeeded because of their ability to uplift and strengthen those around them. As leaders in your organization, your success depends on the strength of the talent on your teams, and how well you are able to grow and develop individual contributors. You know that developing your people is important, but the challenge is how to successfully develop your talent while juggling all of your other responsibilities.

Driving Your Team to High Performance explores various ways to develop and coach talent. When it comes to coaching, though, it is important to realize that coaching cannot occur in isolation. Coaching must be part of a clear development strategy that starts with concrete expectations and ends with the actual opportunities for development and skill-building.

Activities illustrate how to frame coaching within a broader approach to developing your talent. This broader approach includes:

- Setting and communicating clear expectations for your team.
- Assessing performance against the expectations you've set.
- Applying a proven coaching framework.
- Creating opportunities for development.

Developed in partnership with:



OUTCOMES

- Learn how to set and communicate clear expectations for your team.
- Assess performance against the expectations you have created.
- Apply a proven coaching framework.
- Create new opportunities for development.

YOU WILL

- Learn how leaders effectively manage talent to drive team performance.
- Receive tips and tools to develop your talent, including setting appropriate expectations.
- Explore frameworks to assess and measure your talent and conduct effective coaching conversations.

ABOUT THE EXPERT



DAVE ULRICH

- Professor at the Ross School of Business, University of Michigan
- Partner at the RBL Group, a consulting firm focused on helping organizations and leaders deliver value
- Ranked #1 most influential international thought leader in HR by HR Magazine
- Consulted and conducted research with over half of the Fortune 200
- Nobels Colloquia Prize for Leadership on Business and Economic Thinking

SPRINT OUTLINE

DAY 1 EXPECT THE BEST	DAY 2 ASSESS WHAT'S IMPORTANT	DAY 3 COACHING FOR GROWTH	DAY 4 BEYOND COACHING	DAY 5 APPLICATION AND MASTERY
<ul style="list-style-type: none"> • Setting and Defining Clear Expectations • Do You Know What Is Expected Of You? • Setting Expectations: The Flow of Performance Management 	<ul style="list-style-type: none"> • Thoughts on Performance and Measurement • Performance Tracking • Becoming a Leadership Tracker • Focus On The Most Important Skills 	<ul style="list-style-type: none"> • Leaders Develop Others • Leaders Coach and Communicate • Leaders Have Productive Conversations • Coaching Framework 	<ul style="list-style-type: none"> • Helping Your Talent Grow • Results-based Learning • Learning From Work Experience • Work Experience Opportunities: Developmental Assignments 	<ul style="list-style-type: none"> • Summary and Future Actions