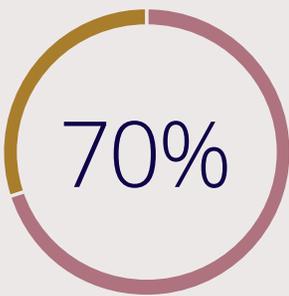


Developmental Coaching



Bersin and Associates Research

A survey of 750 corporations identified formal and established coaching programs as the #1 factor among the top 22 factors for driving business results. 70% of learning occurs through on-the-job coaching.

MANAGER-LED COACHING of professionals is an undisputed means of driving impact. Aberdeen's research finds that Best-in-Class organizations are more than twice as likely as laggards to support development with manager-led coaching. But great coaching is counter-intuitive. Managers need to understand the barriers and resistance to coaching and then build skill in learning how to coach effectively to improve performance.

Richardson Sales Performance's Developmental Coaching program transforms the traditional role of a manager from being the expert who directs and tells to being a coach who inspires increased self-motivation to learn, change, and improve results.

We help managers make the necessary shift in mindset to truly commit to coaching. Managers gain insight into their personal biases, perceptions,

communication approaches, and skill gaps that interfere with their abilities to increase accountability and strengthen performance.

Using the Developmental Coaching Framework and Skills, managers learn to help team members self-discover and self-assess ways to leverage strengths and continually grow and improve through effective problem solving.

The result is a team of more self-aware, self-reliant, and skilled professionals who take greater ownership for their growth and who more independently meet business goals. The result for the organization is a culture that values feedback and inspires self-motivation to continually learn, grow, and improve results.

This program arms Managers with the process, skills, and tools needed to reinforce the learning, affect lasting behavior change, and improve results to ensure ROI from your training investment.

BUSINESS BENEFITS

- Create competitive advantage by building an organization-wide coaching culture that drives business performance
- Create a discipline of “everyday coaching” that accelerates learning, affects behavior change, and improves results
- Improve problem-solving skills and strengthen performance by turning routine management inspections into coachable moments
- Inspire higher levels of self-motivation to grow and excel so that team members take greater responsibility for their own performance and success

LEARNING OBJECTIVES

- Learn a Developmental Coaching Framework to effectively coach a team member and increase their accountability for personal growth
- Shift the mindset of managers from being the expert, administrator, and fixer to being a resource who strengthens performance by helping team members become more self-aware, self-reliant, and accountable for their personal growth
- Identify three core reasons to coach and explain the common mistakes that managers make in how they focus their coaching efforts

- Define Developmental Coaching and explain the science behind why it is more effective than directive coaching in strengthening individual and organizational performance
- Apply the Developmental Coaching Framework and Skills to engage team members in a collaborative conversation that results in: increased ownership, greater independence, increased trust, stronger relationships, better problem solving and improved job performance
- Apply guidelines for giving effective feedback in a way that reduces defensiveness, creates valuable insight, and fosters trust

DEVELOPMENTAL COACHING IS AVAILABLE IN THE FOLLOWING FORMATS:

- Blended learning solution that incorporates both a facilitator-led workshop (one-day or two-day) and the Richardson Sales Performance Accelerate™ digital learning platform for pre-workshop learning and post-workshop sustainment
- Richardson Sales Performance Accelerate digital learning platform only
- Facilitator-led workshop only (one-day or two-day)

RICHARDSON SALES PERFORMANCE is the global leader in sales training and performance improvement. We drive accelerated growth by simplifying and solving the sales-growth equation. From ensuring your sales managers are executing the right activities to equipping your sales team to drive a buyer-aligned sales process with exceptional skills and strategies, we will guide your sales organization through a digitally enabled performance journey that excites, engages and reveals results. Get to know us and experience what is possible – managers who know exactly how to drive growth from their teams, customers who see the difference in how your sales team shows up and a clear path to outperformance.




www.talsuccess.com
info@talsuccess.com