

Management Coaching Seminar

There is a huge need for manager development in the industry. Most managers cannot describe how they define success in their area of responsibility. Moreover, they lack communication, management, and leadership skills, so they typically come to work, look for fires to fight, and spend the rest of their day reacting to issues. In the end, the company is not moving forward in its goal for growth, productivity, and profitability. Most Managers want to do the right thing, they just don't know how to get started.

Kelly created a Management Development/Coaching program wherein he works with Managers on an ongoing basis to incrementally increase their Management, Leadership, and Communication skills. This one-year program consists of four quarterly group seminars and eight private coaching sessions which are completed in the non-seminar months. The coaching sessions are completed via conference call.

This agenda is highly effective due to the ongoing coaching and incremental training curriculum. Kelly asks for a 1-year commitment. His goal is to give participants the management skills they need today and the leadership skills they need to pro-actively plan for tomorrow.

Each class consists of a group discussion, and a group training session outlining new management and leadership techniques, principles, and strategies. The curriculum for each quarterly group training session is outlined below:

Outline for first class:

- Top 10 Mistakes Every Manager Makes
- Four Principles of Managing People
- Keys to Effective Leadership
- Building the Strength of a Workplace
- Creating a “Gung Ho” Culture – Implementing the “Spirit of the Squirrel”

Outline for second class:

- Understanding Personality Types
- Master Communication Techniques
- Preparing for and Having Crucial Conversations
- Identifying and Managing the “Seven Key Result Areas”
- Creating a “Gung Ho” Culture – Implementing the “Way of the Beaver”

Outline for third class:

- Taking Projects from Initial Plan to Execution (4 Disciplines of Execution)
- Implementing Appropriate Measurements (Key Performance Indicators)
- Stress and Anger Management
- Interviewing Techniques – The Detection of Deception
- Creating a “Gung Ho” Culture – Implementing the “Gift of the Goose”

Outline for fourth class:

- Goal Setting
- Leadership in Challenging Times
- Irrefutable Laws of Leadership
- Law of Influence
 - Law of Solid Ground

- Law of Empowerment
- Law of Priorities
- Law of Legacy
- Creating a “Gung Ho” Culture – Total Implementation

Kelly developed the agenda above to give Managers the management and leadership skills they need to overcome the challenges facing our industry. The agenda can be customized if needed.

Although you may only have some of your managers in the coaching program, Kelly recommends you invite all managers to attend the quarterly seminars. Every time he has done this at other companies, many of the managers that are not in the coaching program ultimately hope that can be included in the next group.

As a result of this program your Managers will know how to manage, lead, communicate with and motivate their employees. The business improvements this will bring will be lasting and measurable.