



SW Region's "Eye on Training" is on COACHING SKILLS

WE NEED TO TALK: COACHING EMPLOYEES

DVD (23 Minutes)

SW Region's Eye On Training is focusing on "coaching skills" to increase productivity and effectiveness. The four featured training programs are recent additions to the lending library and would be excellent resources for developing or enhancing skills and competencies in coaching and mentoring others.



This unique and dramatic case study presents typical workplace scenarios that will prepare managers to handle the difficult issues, emotions, evasions and diversions that often get in the way of employee achievement. Seven sensitive and detailed steps, plus the key counseling techniques presented in this program, comprise a successful agenda for facing employees who need a boost in their performance.

DIMENSIONS OF COACHING

DVD (23 Minutes)

Coaching is one of the most powerful tools available for helping employees reach business and professional development goals. Most companies rely solely on a manager-driven approach, failing to recognize that willing employees can mentor their peers. There are managers who lack the skills to develop their staff. As a result, a company's greatest resource - its employees - may remain underutilized and undeveloped.

Participants will learn:

- How to plan a performance-coaching meeting.
- How to invite self-appraisal.
- How to observe for employee "clues".
- How to explore potential causes of poor performance.

Participants will learn:

- How to adapt your coaching style to the learner's personality and needs;
- The difference between directive and nondirective, programmatic and circumstantial, specific and holistic coaching styles; and
- The four-step coaching process - a proven, simple approach.



PASS IT ON:

COACHING SKILLS FOR MANAGERS

DVD (25 Minutes)

Effective coaching helps people to progress and contribute more fully to the business objectives and ensures that individuals get the one-to-one guidance they need to perform to the best of their ability.

This program uses clear messaging, humor and practical, believable examples of how to get coaching right (and wrong). It also demonstrates the way in which effective coaching can facilitate development through any organization and how personally rewarding it is for the coach.

THE HELPING HAND



COACHING SKILLS FOR MANAGERS

DVD (38 Minutes)

Taking more time to coach creates more time for work! No single person can do every job. So why do so many managers try to take on their entire department's workload? The lesson of this timely program is a universal one: managers need to delegate their projects accordingly. As a result, they will discover more time to coach the team.

Contact us for more information on these and other courses available in our lending training library.

The SW Region Lending Library POC is Stephen Jones (Stephen.Jones23@us.army.mil).

Customer Feedback

Your feedback and comments are valuable to us.

Training Points:

- Identify the need.
- Plan the coaching program.
- Conduct the coaching.
- Monitor the results.
- Identify further needs.

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