

Improve the Bottom Line by Improving Top Talent

Coaching for Skill Development

Coaching for skill development is a specialty of JDA, a combination of one-on-one training in management skills and then coaching for implementation.

Why do organizations utilize this kind of coaching?

We find that while there may be no question that a manager is technically capable or talented, there can be gaps in his/her ability to effectively handle the people side of their job. They often need a basic grounding in critical management skills: performance management, getting performance agreements, giving feedback, conflict management, handling difficult conversations and coaching, among others.

In addition, some managers' learning styles are more suited to a one-on-one session than a classroom setting. Rather than being in a larger workshop, this approach allows the training and coaching to be focused on the specific learning style and needs of the manager.

What's involved?

The process involves three steps:

Assess: Either interviews, a 360 or other assessment, or a combination of both will be used to pinpoint gaps in a person's skills or ability to handle common management situations. This then allows us to design a training session customized to the individual's needs.

Plan: In a 1 ½ day session either at JDA's offices or at the person's place of business, we:

- * Debrief the assessment(s)/interviews
- * Design a developmental plan based on integrating and utilizing the skills
- * Train the person one-on-one in the indicated skills

Coach: Over a 4-month period we work with the person to implement their developmental plan by integrating the skills they've learned into their daily life as a manager, and practicing them on an ongoing basis. Coaching occurs utilizing phone calls, face-to-face meetings or a combination of both.