

Free the Elves

A significant contributor to organizational success is the ability of leadership to empower and engage their teams. Successful leaders cultivate and effectively utilize skills that consistently develop employees resulting in higher levels of loyalty, passion and discretionary effort.

This workshop is aimed at those interested in enhancing their ability to engage employees around performance expectations, to coach employees toward higher levels of ownership and accountability, and to more effectively address performance related issues that may limit individual and team results. The workshop provides participants with the opportunity to evaluate their current approach to leadership, strengthen those skills and competencies that contribute to heightened performance and define for themselves a clear set of actions to further enhance their effectiveness.

This workshop covers the following topics:

- **Understanding Employee Engagement**
- **Coaching for Improved Performance**
- **Difficult Conversations**
- **Managing through Conflict**
- **The Process of Performance Management**

Comprised of 2 distinct sessions with intervening assignments and one on one coaching, participants will be introduced to key principles of coaching, feedback and conflict management. Following the initial session, participants engage and practice new coaching skills and receive one on one coaching. The coaching session assists with application of skills and explores assessment results that identify those traits and behaviors that contribute to or limit effectiveness in these critical areas of leadership. The final session builds upon the skills gained and addresses the remaining topics of difficult conversations and conflict. Successful completion provides participants with new skills and a defined action plan for continued development.

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