

Wisconsin CLO/CTO/CHRO Group

Zurn/Rexnord (New Building)
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September 11, 2018

11:30 a.m. – 6:30 p.m.

Coaching-based Leadership Development & Sales Enablement



WORKING AGENDA

| Topic | Facilitator | Time |
|---|---|------------------|
| Networking Lunch | All | 11:30 a.m. |
| Welcome & Introduction | Dirk Tussing Suzanne Sherry | 12:30 p.m. |
| Opportunity #1: Building a COACHING-BASED LEADERSHIP DEVELOPMENT PROGRAM for a global organization for all levels of leadership | Suzanne Sherry | 1:00 – 1:15 |
| Next Practices Panel & Roundtable Discussion Broad goals such as development of coaching, reflection, and action learning skills including: <ul style="list-style-type: none"> Coaching Collaborative @ Froedtert <ul style="list-style-type: none"> Create a culture of learning and reflection. 6 Conversations-Virtually @ The VGL Group/UW-Madison 2+2 Conversations—Coaching in just 15 minutes a quarter <ul style="list-style-type: none"> Angela Lane (AbbVie) Feedback: Less is More Training & Coaching Software (Empire Carpets, 360 F2F Video Coaching) | Dirk Tussing All | 1:15 – 3:00 |
| BREAK | | |
| Opportunity #2: Building a GLOBAL WORLD-CLASS SALES ENABLEMENT | Shahid Najmi | 3:15 – 3:45 |
| Next Practices Panel & Roundtable Discussion ELE's Sales Training Think Future-back Learning Circle is co-designing a training and development best practices framework <ol style="list-style-type: none"> ELE Sales Training Survey Highlights/Sales Training Needs, Gaps, and Challenges Talent Development Challenges Fall into 5 Key Areas <ul style="list-style-type: none"> #1. The organization Needs, #2. The Sales Model, #3. The Talent, #4. On-Boarding & Training, #5. Performance Measurement & Results | Cheri Minor Bill Murphy Christopher Lind Matt Warren Amy Dordek | 3:45 – 4:45 |
| Wrap-up | Dirk Tussing | 4:45 p.m. |
| CLO/CTO/CHRO Cocktails <i>Great Lakes Distillery Tasting Room</i> 616 W Virginia St, Milwaukee, WI www.greatlakesdistillery.com/more/milwaukees-distilling-history |  All | 5:15 – 6:30 p.m. |

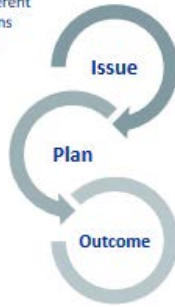
Building a COACHING-BASED LEADERSHIP DEVELOPMENT PROGRAM for a global organization

1. Coaching Collaborative Experience (Froedtert, May 2017)

Slides for [here](#)

Coaching Collaborative structure

- An action-learning, group coaching experience
- Multiple cohorts of 5-6 diverse leaders from different locations, professional disciplines, and generations
- Two facilitators (OL&D and a trained operational leader) per cohort
- Length: 6 sessions; one full day per month
- Process:
 - Monthly topic
 - Expression Activity to engage right brain creativity
 - Set structure (45 minutes for each person)
 - Individual sharing of expression activity (15)
 - Action-oriented questions from group (15)
 - Storyteller Insights/Actions (5);
 - Overall Process Review(5);
 - Energy Break(5)
- Strict confidentiality enforced
- Signed participant agreement



Froedtert Health Leadership Development Framework

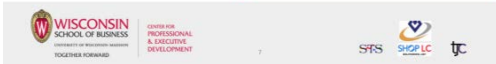


2. Six Conversations®—Virtually (The VGL Group/UW-Madison July 2017)

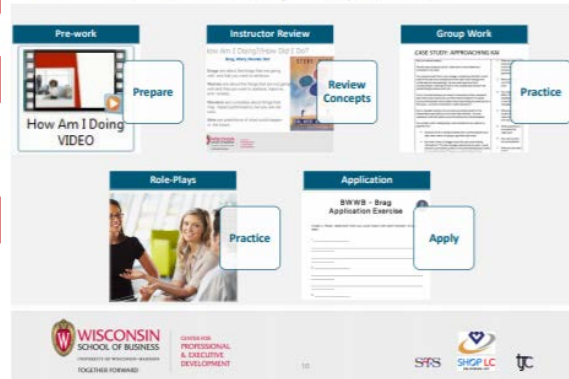
Slides for design approach [here](#) (See pp 6 – 63)

Overview

- Framed as a "simple guide for managerial success"
- Based on the conversations employees want to have with their manager throughout the year.
- Aligned to performance management processes.
- "Anchor" of TTM Bootcamp experience.
- F2F learning experience provides concepts, tools, practice and coaching to frontline supervisors and managers.
- Organizations benefit from a common performance framework and language between HR, management and employees.



F2F – 6C "Boot Camp" Experience



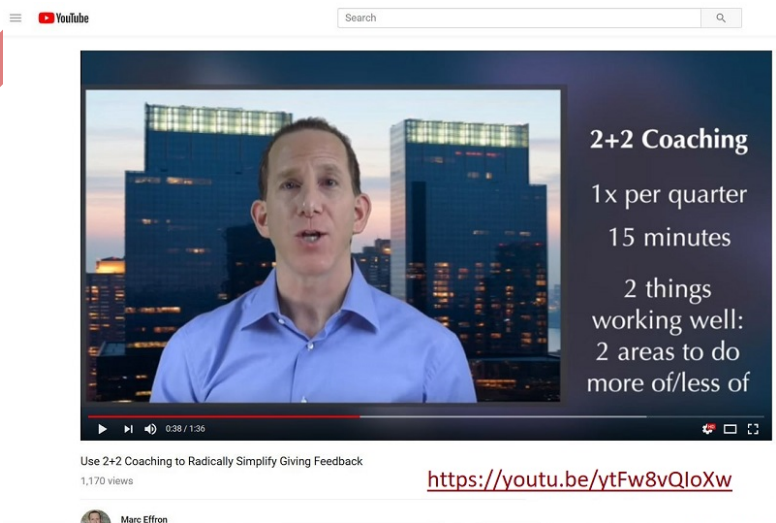
3. 2+2 Conversations-- coaching in just 15 minutes a quarter (Abbie, Sept 2017)

[Angela Lane's](#) LinkedIn article, *Feedback: Less is More* [here](#)).

Use 2+2 Conversations to Radically Simplify Giving Feedback

- Use 2+2 Conversations to Radically Simplify Giving Feedback

- 90 sec video vignette [here](#)



4. Training & Coaching Software (Empire Carpets, 360 F2F Video Coaching)

[Matt Eade](#) is using *Practice Instructure*) platform

Other platforms ELE members using:

- WebEx, Adobe Connect, LearnCore