



Leadership and Management Coaching Programme

Unlock your power and potential

Life is busy and for many, life has become a blur of workdays, weekends, and a whole lot of stuff in between. The world moves fast, which might make us feel as if we are constantly trying to catch up. This is no different in the workplace.

As a manager, you set the tone for the work environment and you will typically play several roles at once, including a subject-matter expert, an individual performer, a technical or project manager, and sometimes a leader in the organisation.

You must manage yourself, your direct team, if you have one, and build and create processes to support you and help act on the organisational goals and values.

You will constantly be switching roles and situations and the expectations will change accordingly. You will also be expected to meet these complex demands despite budget constraints, changes in customer needs, technology and ways of doing business.

Organisations are under more and more pressure to grow faster, leaving less and less time to achieve financial goals. This can lead to having to do more with less – and faster.

What hasn't changed is that your organisation expects you to continually lead a team to higher levels of performance and knowing how to remain resilient and engaged in your work will be the fuel to drive business results.

To have job satisfaction is not the same as being engaged in your work and satisfaction doesn't indicate high performance. Satisfaction is important, but feeling engaged in your work means having a well-defined role, making a strong contribution and being actively connected to a larger team and organisation as well as continuously progressing.

This programme has been designed to develop you in the following ways:

- To work with passion
- To perform at consistently high levels
- To drive innovation and move the organisation forward



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Critical outcomes include:

- Being able to explain and measure what is expected of you in your role
- Understanding current levels of engagement, specifically exploring:

Your BASIC needs

Your INDIVIDUAL needs

Your TEAMWORK needs

Your GROWTH needs

- Gaining a deeper appreciation of performance expectations, critical measures and being able to measure your own performance
- Knowing how your team is performing and being able to measure your team's performance
- Being able to articulate what excellence looks like for you in your role
- Having the information needed to prioritise your work effectively
- Appreciating which of your strengths influence your management style
- Appreciating which of your strengths might hinder your performance and what you can do to change this
- Using the Johari window, you will uncover any blind spots, gain new insights and explore your management style at a deeper level
- Appreciating how your dominant strengths influence your ability to

Identify talent

Develop Employees

Engage Employees

Drive Performance



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- Exploring how you can use your dominant strengths more intentionally to:
 - Turn your talents into strengths
 - Focus on work related objectives
 - Stay motivated and engaged in your work
 - Define outcomes and manage performance
 - Focus on work related challenges
 - Explore ways to mitigate performance, talent, skill or knowledge gaps

Action Steps:

You will

1. Review discoveries and action items during each discussion
2. Track insights gained about your strengths whilst working toward specific goals
3. Dedicate time each day to focus on your dominant strengths, choosing one dominant strength each day and consider how this influences your ability to energise and engage yourself and others. This helps develop a stronger sense of self-awareness
4. Share your strengths with your manager and direct reports (if applicable) to strengthen your relationships with others
5. Talk with people about your strengths
6. New self-awareness allows you to think about your strengths more consciously. You will notice how they contribute to your successes, and impact team relationships
7. The more you notice these connections, the more awareness and potential you have for further success



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8. Set time aside for coaching conversations with your team and your coach
9. Set time aside in between sessions for reflection, growth and ongoing development
10. Reach out if you need support
11. Remain accountable and take action
12. Complete and act on your IDP (Individual Development Plan)

There is a fundamental truth about human nature in the workplace and the links between levels of engagement and better performance not only builds a road map to excellent management and leadership but also reveals fascinating insights into how the human mind reacts in the work environment

All employees need

- A focus
- To be free from stress by having the right materials to do their job
- To feel cared about as a human being
- To feel valued, appreciated, heard, trusted and challenged

We can adapt this programme to suit individual needs.

Typically, we start with 6 x 90 minutes sessions carried out in confidence by video conference or face to face (where convenient) with a Gallup Certified Strengths Coach.

Sessions can be scheduled at convenient times to meet the demands of the manager, the coach, considering changing issues that might crop up in the workplace.

We offer a complimentary one to one discovery session to discuss this programme and answer any questions you may have and look forward to hearing from you.

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