

Developing Others™

Purpose

The purpose of this module is to help participants develop others, thereby helping them expand their capabilities so they will have the confidence to work independently and take on new challenges.

Process

During the module, participants complete a variety of individual and group activities, skills practices, video segments, and large group discussions that explore the following topics:

- The benefits of developing others
- Key actions for developing others
- Identifying and confirming opportunities to develop others
- Effective listening and asking techniques
- Planning a development conversation
- Practice developing others
- Action planning

Payoff

At the end of the module, participants will be able to:

- Describe the role of a manager in developing others.
- Explain how developing others can benefit those being developed, the manager, and the overall organization.
- Recognize the challenges faced in developing others.
- Identify opportunities to develop the skills and capabilities of others.
- Demonstrate a set of key actions for developing others.
- Demonstrate a variety of listening and asking techniques that will help others feel confident in their own decisions.
- Conduct focused development conversations that result in professional development and growth.

Key Content

The Key Actions for Developing Others

1. Identify a developmental opportunity.
2. Confirm that the person is ready for development.
3. Clarify and confirm the situation.
4. Discuss possible actions.
5. Gain agreement on a course of action.
6. Offer your support.

Typical Time Investment

Time commitment Varies. Please discuss with your certified AchieveGlobal facilitator, or the authorized Distribution Partner. (4 Hours)



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Authorized AchieveGlobal Distribution Partner:

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