

Driving Your Team To High Performance

Coaching and Developing Your Talent

Driving Your Team to High Performance explores various ways to develop and coach talent. When it comes to coaching, though, it is important to realize that coaching cannot occur in isolation. Coaching must be part of a clear development strategy that starts with concrete expectations and ends with the actual opportunities for development and skill-building.

Activities illustrate how to frame coaching within a broader approach to developing talent. This broader approach includes:

- Setting and communicating clear expectations
- Assessing performance against expectations
- Applying a proven coaching framework
- Creating opportunities for development

Developed in Partnership with



Learners will:

- Discover how leaders effectively manage talent to drive team performance
- Receive tips and tools to develop talent, including setting appropriate expectations
- Explore frameworks to assess and measure talent and conduct effective coaching conversations

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Course Outline

DAY 1

Expect The Best

- Setting and Defining Clear Expectations
- Do You Know What Is Expected Of You?
- Setting Expectations: The Flow of Performance Management

DAY 2

Assess What's Important

- Thoughts on Performance and Measurement
- Performance Tracking
- Becoming a Leadership Tracker
- Focus On The Most Important Skills

DAY 3

Coaching for Growth

- Leaders Develop Others
- Leaders Coach and Communicate
- Leaders Have Productive Conversations
- Coaching Framework

DAY 4

Beyond Coaching

- Helping Your Talent Grow
- Results-based Learning
- Learning From Work Experience
- Work Experience Opportunities: Developmental Assignments

DAY 5

Interactive Capstone

- Cohort members, faculty and a moderator synthesize learnings from the week and develop insights for next steps.