

Coaching: Building Complex Skills in Others

Description

Sustainable competitive advantage rests on the assumption that the organization that improves the fastest will win the race for market share and profits. And this requires that executives get involved in growing knowledge and skills.

Training dollars are often wasted since the individuals going through a training program never did learn how to learn and the organization fails to set up mechanisms for the application of new ideas. Cost effective training and on-the-job coaching require the use of as many cognitive and behavioral techniques as possible. It also means that for those learning a skill, they must desire to do it, commit to the necessary practice, and show a willingness to ask for feedback.

Discover the tried and true methods to build individual and group skills and know what skills best predict executive success.

Goals & Objectives

- Skills in demand by today's corporations.
- An easy to understand model of coaching.
- How different individuals learn.
- Coaching styles used by sports coaches.

Detailed Topic Outline

- ➔ Skills In Organizations
 - 3 Categories of Skills
 - Skills that Predict Success
 - Needs Assessment
- ➔ A Powerful Skill Building Model
- ➔ Coaching Insights from Sports
- ➔ How To Learn
 - Cognitive Techniques
 - Behavioral Techniques
- ➔ Building Skills
 - Levels of Skill Proficiency