



distinctions

Transformational Coaching & Mentoring

Global corporations seeking to maintain a competitive edge and delivering results recognize the importance of their human capital. The attraction, development and retention of talent are critical to ongoing performance, productive growth and financial success. Once talent is attracted into the organization, it is critical that ongoing development take place to ensure retention and maximum performance.

Today's businesses and organizations are challenged as never before with increasing complexity and change. The speed and pace has accelerated and so have the demands being put on individuals and teams. And as organizations move forward in the 21st Century, they are slowly realizing that what has worked before may not be sufficient today.

Organizations and their leaders are gaining new perspectives to 'see' things in new ways that will foster new levels in performance, effectiveness and productivity. For companies to excel and remain competitive, new ways of coaching, mentoring, and developing people are required.

Objectives

- To distinguish the critical competencies managers and leaders need both currently and in the future that improves performance and ensure business success.
- Build and foster a culture committed to receiving and accepting feedback, and coaching; and empower their willingness to take risks
- Empower a culture that allows risk taking.
- Transfer coaching/mentoring capabilities to leaders to enable them to effectively coach and provide feedback to their direct reports in support of the organization's culture and desire to achieve specific business objectives.
- Create lasting and practical change that impacts the strategic value of succession development planning and coaching/mentoring to the organization.
- Retain and develop the leaders needed for the organizations' future success.
- Develop the competencies to excel in leading and managing others.

As a result of the program, participants will learn to:

- **Listening** – leaders will learn to listen in new ways and on multiple levels.
- **Languaging** – leaders will learn to speak authentically and powerfully to create new possibilities and business results.
- **Questioning** – leaders will learn to ask different and more powerful questions that invite participation, alignment, discovery and creativity.
- **Challenging** – leaders will learn how to positively challenge managers to produce more than they thought possible.
- **Requesting Action** - leaders will learn the 4 steps to effective action, delegation and accountability,
- **Endorsing** – leaders will learn how to inspire, motivate, acknowledge, and encourage managers.

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Transforming the
way businesses work!™