

A New Coaching Program from TopView Leadership

Managers in today's organizations feel overworked and overwhelmed. With barely enough time to handle the daily work load, managers struggle to fulfill their role as leaders of their teams. Their teams are often left to their own devices, and fall short of their potential. Instead of highly productive and engaged teams, we find confusion and lack of focus. The longer this goes on, the more likely it is that the organization will lose its best people.

It is widely accepted that a manager's or leader's effectiveness is directly related to his/her ability to coach people. Telling people what to do falls short as a learning tool. It also fails to engage Millennials, now the largest segment of today's workforce. Coaching uses powerful questions to stimulate learning, self-awareness, and improved decision making. Coaching conversations encourage less "telling" and more "listening and inquiry", leading to a "commitment and accountability" culture.

What can your organization do to reap the benefits of coaching?

We are offering a unique package of 15 to 20 minutes weekly "laser-coaching" conversations, delivered over a six to nine-month period. Coaching conversations take place via phone or face-to-face video link. They are focused on the organization's and the manager's objectives " i.e. communications challenges, productivity improvements,

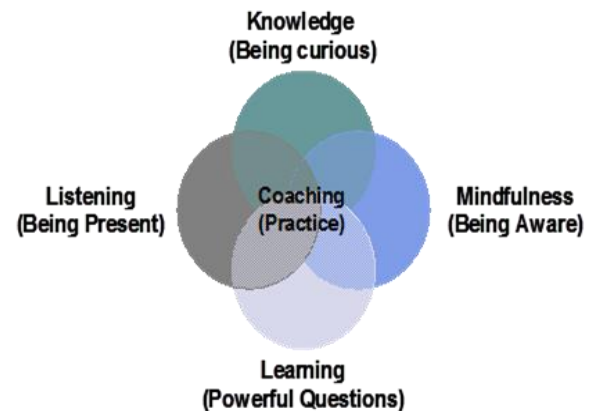
team effectiveness, self-management issues, and goal setting."

Program delivery

A block of time is made available by the coach on designated days. Managers check in with the coach during that time to discuss specific challenges and/or goals.

Your Managers will experience professional coaching, with the objective of learning how to use coaching principles with their teams, while expanding their leadership acumen.

This highly flexible program can be integrated into formal internal leadership programs.



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