



## Don't Just tell them...Teach Them! Increasing Coaching Effectiveness

In most organizations, formal training is conducted by the Human Resources or Training Department. Many people, however, learn as much from their manager, supervisor, or co-workers on the job as they ever will in a classroom. This process is often hindered because there isn't a thorough Coaching and, more so, Mentoring program to pass down and reinforce best-practices and training.

Teaching doesn't happen until learning occurs. Quite often however, those responsible for training people within their organization aren't measured as much by the results they create as the efforts they exert. To truly be an effective coach, you must learn how to convey the information you have to other people in a manner they can understand and grasp. At the same time, coaching effectiveness also relies on the timing, setting, and delivery of the ideas, strategies, and corrective steps.

During this seminar, you'll learn several strategies that will allow you to improve your ability to teach and coach others and increase your effectiveness in that role.

- Learning to Speak Their Language
- Making Coaching a Part of the Culture
- The Value of One on Ones and How to Effectively Conduct Them
- Accountability, Rewards, and Consequences
- The Best Way to Guarantee You Get the Results You Want

*Randy's presentation on coaching is probably the best I've heard. Loaded with common sense, real-world, people-aware suggestions and ideas. Excellent!*

Bobby Reynolds / Senior VP / American Bank of Texas

*The ideas Randy presented on Coaching and Performance Appraisals have sparked me to be more engaged, and hopefully will lead to more results in my team.*

Cliff Colvin / Technical Lead / Tyler Technology

***Teaching the Essential Elements of Excellence for work and life!***