

Management & Leadership
 Managers, Executives

Coaching and Mentoring Skills for Managers

Building Leaders for the Future

Mentoring ROI = 529% + Employee Retention - MetrixGlobal, LLC Nov 2001

No workplace is exempt from dramatic change. The new generation of employees wants more than a paycheck. They want acceptance, inclusion and job satisfaction. "Old school" management of demand and control doesn't work. Turnovers are at record rates and the costs of replacing people are high. The good news is that these new employees bring new skills, which can be leveraged through mentorship. Mentorship decreases turnover rates while creating environments that foster personal and professional growth. Leverage your employees and managers' skills to develop productive working relationships, increase satisfaction, and keep employees on the job.



RELATED WORKSHOPS

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WHAT'S THE WORKSHOP ABOUT?

Coaching and Mentoring Skills for Managers is designed to give you the coaching and mentoring tools to support the development of your employees. Our coaching model uses a systematic approach to towards developing, grooming and empowering employees. You will get a model with which to work and a set of tools that will guide you step-by-step through the coaching and mentoring process. The EMPOWER Coaching Model states that 1. Environment, 2. Mindset, and 3. Practice leads to Results. This model is a fresh and proven way of looking at coaching from a systematic point of view.

WHAT WILL BE MY RESULTS?

For the mentors

- Empower people through sharing responsibility and leadership
- Create congeniality among professionals
- Personal and professional development of self and colleagues
- Foster the growth of a new professional

For the mentees

- Relationships that foster guidance and support
- Challenges, calculated risks, goals, and increase responsibilities
- Open dialogue on professional issues and advice
- Models of professional leadership

For the organization

- Employee commitment and loyalty
- Partnership development
- Increased employee satisfaction
- Decreased turnover rate

WHAT WILL I LEARN?

At the end of the facilitation retreat, you and your group will have resources, understanding, and tools to:

- Use the Empower Coaching Model
- Understand the role of an ideal supervisor
- Practice and use tools to building relationships with a mentee
- Create an environment of productivity
- Provide constructive and relevant feedback
- Learn and understand diverse learning styles, values and beliefs
- Create a balanced work life for yourself and others

IS THIS WORKSHOP CUSTOMIZABLE?

Optimal 21 hours (3 days). Customizable 2 - 21 hours.

Ovson Communications customizes all workshops to address the specific needs, time constraints, difficult issues, communication challenges, and personnel attending of the organization. Before any workshop, Ovson Communications assesses the current environment, key personnel, and pertinent issues. From this assessment, Ovson Communications tailors a workshop specifically suited to the organization.