

Coaching for Performance: Creating Leaders at All Levels

Is creating the next generation of leaders imperative to the long term success of your organization?

How will you get there? What's your plan? Providing feedback and coaching has long been considered an essential skill for leaders. As organizations strive for immediate action, leaders struggle to provide the direction and communication employees need to perform and crave.

Coaching is one of the most important and least practiced of all elements of leadership. Dr. Marshall Goldsmith has been widely recognized as the world authority in executive coaching. In this practical and interactive session, Goldsmith will share the essence of his proven coaching process – that has been documented to work around the world with both external and internal coaches.

Everyone will have the opportunity to gain his insight on their own unique coaching challenges. Participants will also learn about exciting new research in employee engagement and a unique approach that has been shown to help employees take responsibility for their own engagement while achieving positive, measurable change.

In this program, Goldsmith addresses issues of employee feedback (focusing on past performance) versus "feedforward", a forward-thinking, expansive and dynamic approach to people management, and provides tips and guidance to achieving a thriving work environment.

This Program will help leaders:

- Learn how to coach individuals and teams - to help them achieve positive, lasting change in behaviors.
- Appreciate the positive contributions of your employees so those positive behaviors are repeated.
- Practice and implement feedforward - a positive, simple and focused tool for development.

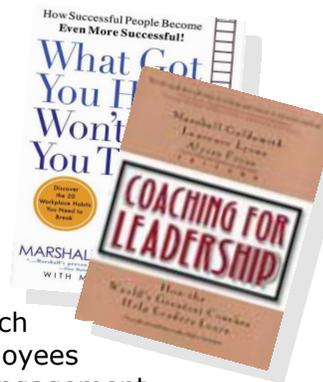
October 23, 2012
12:15 pm—4:30 pm



Marshall Goldsmith, Ph.D., was recently recognized as one of the fifteen most influential business thinkers in the world in the global bi-annual study sponsored by The (London) Times and Forbes. Goldsmith is also a world authority in helping successful leaders get even better – by achieving positive, lasting change in behavior for themselves, their people and their teams.

The American Management Association named Goldsmith as one of 50 great thinkers and leaders who have influenced the field of management over the past 80 years. He is one of only two educators who have won the Institute of Management Studies Lifetime Achievement Award.

Goldsmith is the million-selling author and best seller of many books including: *What Got You Here Won't Get You There*; *Succession: Are You Ready?*; *The Leader of the Future*; and *Coaching for Leadership*. Goldsmith's Ph.D. is from UCLA's Anderson School of Management, where he was recognized as one of 100 distinguished graduates in the 75 year history of the school.



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across your organization, please contact us at:

