

Workforce Career Management: Leader as Career Coach



At Right Management, we have two Workforce Career Management programs designed for leaders and individuals to work in tandem to optimize the results to your organization. These are available as virtual or in-person workshops lead by a career coach. Leader as Career Coach is designed for anyone who has direct reports.

Overview

Leader as Career Coach is designed to upskill leaders and enhance their coaching skills. The program prepares leaders to have more effective career and development conversations with employees, increasing engagement and reducing turnover.

In today's world, leaders require critical coaching skills to have courageous and meaningful career conversations with their direct reports. In fact, effective career conversations are one of the most highly rated manager skills for increasing the engagement of team members.

Participants will be able to:

- Understand how their role as a people leader has evolved in today's dynamic market and why adopting a career coaching mindset is critical to ensure engagement, productivity, mobility, and retention.
- Identify how to differentiate between traditional performance discussions and career conversations to create the most meaningful and effective dialogue with their teams.
- Learn career coaching frameworks and tools to prepare for specific scenarios and employee conversations.
- Increase confidence by practicing career development conversations.

Outcome

Leaders have an improved capability to conduct and support career development with their teams, which fosters an overall culture of growth and proactive planning.

The organization will see leaders who can be more strategic and less directive. Having adopted the mindset & role of Career Coach, leaders will be prepared to conduct more effective career conversation with employees, and demonstrate Active Listening, Powerful Questioning, and Clear Communication.