



SOCIETY OF ACTUARIES

Article from:

The Stepping Stone

April 2006 – Issue No. 22

Get More From the People You Lead and Manage

by David C. Miller

One of the biggest struggles of any manager is how to inspire and motivate his or her team to perform at their best. Leaders attempt different approaches and styles with lackluster results.

There is one approach that delivers far superior results—COACHING.

Why?

Simply put, coaching is the most effective modality of growth, training and development available. Unlike “one-size-fits-all” training, (\$200 B. expended annually according to the ASTD of which TRAINING MAGAZINE estimates 50 percent is “utterly wasted”), coaching engages a professional where they are, as a

unique and accomplished individual. It focuses on what professionals most need to learn, and then keeps a structure of regular support so new knowledge, insight and perspective can become new behavior.

Several studies on executive coaching (Manchester 2001, MetrixGlobal 2001) have demonstrated that a well-executed coaching program can achieve between **500 and 700 percent** return on investment.

As a manager, you can learn to coach your team. You’ll have a chance to learn how to do this at BOTH upcoming Spring meetings.

Make sure you don’t miss the Coaching For Performance session. □

COACHING FOR PERFORMANCE

During this interactive session you will:

- Discover how to use a **coaching management style** to produce outstanding results
- Learn the **GROW model** of coaching
- See the GROW model **demonstrated**
- **Experience coaching first hand**, both as the coach and the coachee
- Work with a **coaching tool** that you can immediately apply to enhance employee development in your own company
- Learn to communicate in a way that gets your employees to become more self-aware, and to take ownership for their results.

This session is designed for attendees who want to become better managers, or who aspire to manage.

2006 Life Spring Meeting
Thursday, May 25th
8-9:30 am

2006 Health Spring Meeting
Wednesday, June 21st
8-9:30 am

