



Training Your Next Generation of Leaders & Creating a Winning Succession Plan

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Today you will learn:

1. Better implement the role of coaching in your company
2. Evaluate your leaders on competency, leadership readiness and emotional intelligence
3. Develop training for the future leadership of you company



Current Climate

- A mere 30% of the American workforce is measured as engaged across industry (13% globally).
- Approximately 10% of people possess high talent to manage.

Source: Beck & Harter, Gallup (2015)



Discussion

1. What are your biggest challenges developing your people?
2. How do you approach developing them?
3. What is the most important change needing made to improve development in your group?



Leadership

What does the ideal leader look like in your organization in terms of:

1. Knowledge
2. Skills
3. Abilities
4. Other key factors



Coaching is Key

Coach talent on:

1. Performance
2. Planning
3. Competencies
4. Team Values
5. Emotional Intelligence
6. Communication



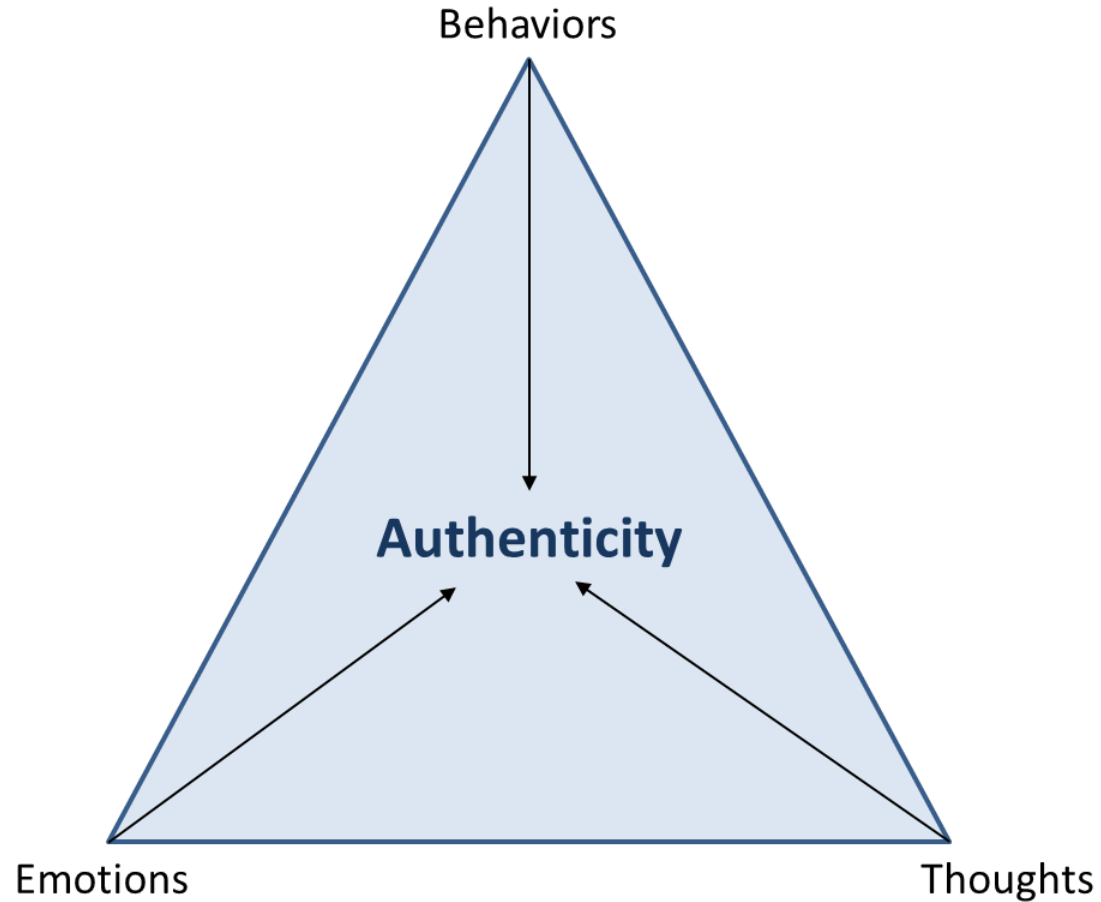
Coaching Roadmap

1. Seek to understand the talent before approaching the employee
2. Discuss observed behavior
3. Action plan
4. Don't wait until the deadline to check in

Coaching doesn't happen by accident!!!

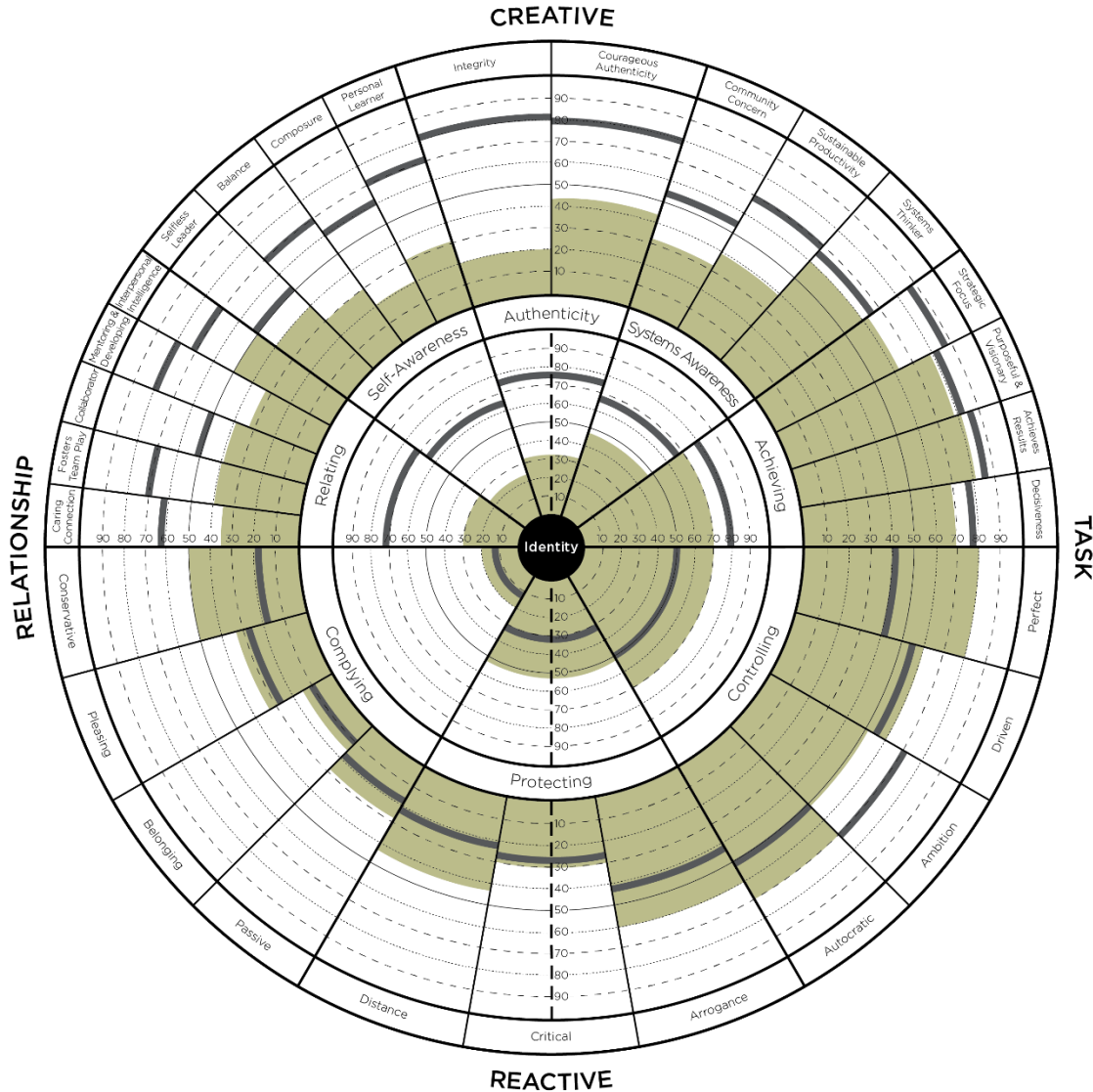


Authenticity






Creative vs. Reactive





Four Core Abilities of EQ

	What I See	What I Do
Personal Competence	Self-Awareness	Self-Management
Social Competence	Other Awareness	Other Management





Training vs. Coaching

- Coaching grows the level of talent in your organization.
- Training provides specific skills for the talent in your organization
- Training should:
 - Be specific
 - Be directly tied to desired work place outcomes
 - Be personalized for your organization
 - Be a part of your long term talent strategy, not the core of the strategy



Putting it together

- A. Coach the talent you *HAVE* so they can become the leadership you *Need*.
- B. Three benchmarks for sorting and creating talent
 1. Competency = Authenticity
 2. Readiness = Creativity vs. Reactivity
 3. Emotional Intelligence = Social Competence
- C. Training creates skill, not leadership.



Personal Development Plan

Considering what we discussed today, what opportunities do you have to increase the effectiveness of your team?

Opportunity 1: _____

Opportunity 2: _____



Contact Information

Please contact me if you think I can be of help.

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