

## Coaching for Development (GROW)

Part of the role of a manager is to develop staff through training, mentoring and coaching. This process is not limited to the twice-a-year performance process, but instead it is on-going. **Coaching for Development** uses the GROW model –a pure “asking” model—to enable a manager to help employees create a development plan they can own. GROW is best suited to addressing development needs—i.e. an employee who want to prepare for a promotion or bigger role—and is not intended to be used for performance improvement.

### PROGRAM OBJECTIVES:

- Value the role of manager as a developer of people.
- Assess the organizational value of a variety of development opportunities.
- Identify which individuals are ready for development.
- Use effective asking and listening techniques.
- Follow a process for coaching using GROW methodology.

### PROGRAM LENGTH:

Three hours

One day, when combined with Feedback

### TARGET AUDIENCE:

This program is designed for anyone who manages others and is responsible for coaching and development of employees.