

Coaching in the New World of Work

“82% of employees say it’s important for their organization to see them as a person, not just as an employee.”

“Employees left their employers for better development opportunities at similar rates as they left for higher compensation.”

Sources: *Gartner 2022 New Talent Landscape Survey* and *Gartner 2021 EVP Employee Survey*

The new world of work has arrived quickly. Employees hold heightened expectations for a more inclusive, human-centered work experience marked by greater empowerment, belonging, work flexibility, development and advancement opportunities, attention to well-being, and more. Smart organizations realize that extensive upskilling of the workforce is required to meet the demands of a rapidly shifting marketplace and new technologies.

To address these changes, your leaders must lean into their role as coaches like never before. And yet their coaching skills are in dire need of an upgrade in light of these new work demands and expectations of an increasingly diverse workforce. Now is the time to upskill them for this new world of work, combining the fundamentals of effective coaching with the latest neuroscience and behavioral science findings on what works, what is most needed now, and why.

Among the many takeaways from this program, leaders learn:

- How to create a personalized coaching profile for each of their team members—one that’s attuned to key internal motivators and drivers
- Smart, easy-to-apply, evidence-based practices, tools, and tips for coaching effectively, including giving unbiased feedback, coaching remote and hybrid teams, successfully delegating, addressing burnout, and championing sustainable well-being
- Proven methods and practices to minimize biases and ensure fairness in assessing and developing talent
- Strategies and tools to leverage coachable moments to increase trust, learning, and performance
- Structuring in-the-flow and planned performance and development conversations for maximum impact



Future-Fit Leadership Series

Target audience:
Mid-level and first-level leaders

Format:

- Half-day and full-day options
- Live virtual or in-person facilitated
- Train-the-trainer capability

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