

Continuous Employee Development & Empowerment

Course objectives:

- Examine a variety of techniques and methodologies for continuous employee development
- Understand the concepts of empowerment
- Discuss the case for empowerment in your organisation
- Utilise motivational coaching techniques
- Develop practical mentoring skills

Course Outline:

The Learning Organisation and Individual Learning Strategies

- What is learning?
- Creating a learning organisation
- Learning Strategies for Creating a Continuous Learning Environment
- Individual Development Plans
- The importance of learning styles
- Individual SWOT plans – practical exercise

Employee Empowerment

- Principles of employee empowerment
- Benefits of employee empowerment
- Empowering employees with transformational leadership
- Cultural influences and constraints on empowerment
- Communication systems to promote empowerment
- Empowerment case study

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Coaching for Development

- Coaching as a development tool
- Distinguishing between coaching and other interventions
- Key Coaching Skills
- The Coaching Cycle
- Skills for Motivational Coaching
- Plan and run a coaching session

Mentoring Programmes and Talent Management

- Ground rules for a mentoring relationship
- Most commonly used techniques among mentors
- Mentoring relationships: formal and informal
- Introduction to talent management
- Talent management systems
- Differentiating succession management & talent management

Putting it All Together

- Develop a continuous development culture
- Identifying the 'disempowered' workforce
- Arguing the case for empowerment in your organisation
- Becoming a learning organisation
- Personal action planning

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