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objectives inspiring and motivating others and communicating the vision people development is a holistic approach that encompasses four key areas employee onboarding equipping your new hires with the necessary tools and resources to help them seamlessly acclimate to their role the company s philosophies and what the company has to offer and making them feel like a team member we know from our global research that most people rate coaching and developing others among the top three most important leadership competencies according to 360 assessments heightening your capacity to lead others requires being able to see how you think and act and how your behavior affects others leading well requires a continuous journey of personal development 1 listen to understand listening starts with paying close attention repeating back concepts to build understanding and summarizing what you hear but listening to understand goes beyond these active listening techniques for coaching others to master the art of influence you need to 1 building a rapport and trust with your team 2 become an active listener 3 commit to your team and 4 set an excellent example where your work key behaviors and skills when coaching and developing others include coaching helps employees identify appropriate career goals and offers support towards those goals being accessible to employees for coaching sharing expertise and experiences with others turning mistakes into learning opportunities 1 coaching a primary way that leaders develop their team members is through coaching coaching is the ability to guide and challenge an individual to achieve improved performance through self discovery feedback encouragement and skill development coaching helps build a person s strengths and identifies ways to manage personal opportunities program benefits improve your performance by strengthening your management skills manage your team your boss and your colleagues more effectively develop a management style that suits your unique personality handle difficult management situations with greater certainty in your decisions 15 30 1xnov 10 2021 this week we re are talking about one of the most crucial aspects of successful leadership developing others you see john maxwell says one is too small of a number to achieve greatness everything that you will accomplish as a leader ultimately hinges on the people you have around you a leader with strong skills in developing others will co create strategies to address development needs provide timely specific constructive and positive feedback create opportunities for team members to expand their skills identify and agree on professional and personal growth priorities with team members step 1 understanding yourself great leaders begin with a profound understanding of themselves but blanchard cautions that in order to get an accurate picture of yourself you have to get input from others self understanding can t happen in a vacuum developing others shares knowledge skill or expertise with others coaches others encourages and reinforces individual and professional development what it doesn t look like withholding knowledge or relevant communication assuming staff know what is expected of them regardless of assignment coaching and developing others an expert s guide to success leaders are often tasked with developing their team but few are equipped with the necessary skills or know effective ways to train others learn how to create an environment that encourages learning growth with this expert guide to develop empathy that actually helps people requires strategy if you re trying to develop empathy in yourself or in others you have to make sure you re developing the right kind said sara konrath phd an associate professor of social psychology at indiana university who studies empathy and altruism personal development can include any skill that you build to improve yourself your emotions thoughts or behaviors it doesn t really matter which skills you want to improve the

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