



Successful Managers Are Effective Coaches

How Do Your Managers Measure Up?



In the workforce today, successful managers and supervisors do more than just oversee and delegate tasks to their team members. As direct factors in retention and performance results, employee coaching, team building and development initiatives are at the top of their list of duties.

Managers who truly know and understand their employees will be able to focus on the individualized aspect of coaching and pinpoint the strategies that will produce significant results. However, it takes months to understand new or introverted employees. Even then, does a manager truly understand them?

Tools for Effective Coaching

Coaching can be done at a whole new level when you have the tools to understand how someone acts, communicates and behaves, what values they hold that motivates them to action, and what personal skills they have, or do not have, that would contribute to the job. With this information, development plans can be directed towards an employee's individual areas of improvement and the right rewards can be utilized to drive motivation. All the while, your manager can be coaching in a way that is most effective with the employee's behavioral style.

Assessing behaviors, motivators and personal skills with TTI's TriMetrix® System is a simple and powerful way to turn your managers into the coaches they need to be. Contact us today to find out how successful coaches will have an impact on job performance, employee retention and your bottom line.

A recent, multi-national study by BlessingWhite revealed that **60% of employees are not getting the coaching they need from their managers.**

This means missed opportunities and a lack of tools for effective coaching.



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Fighting the War on Talent

Arm Yourself with Succession Planning Initiatives Before It's Too Late



We have all heard the hype on the baby boomers and the void they will leave in the workforce. In addition, the growing skills gap and talent shortage leave many organizations concerned about the future. This very concern has fueled a talent war as companies compete for highly skilled executives and superior performers to fill the void.

You don't have to take shelter yet. Succession planning is your best defense if you seize the opportunity to let your best lead the future before it's too late.

Succession planning isn't just about replacing the CEO. It is an ongoing process of identifying and developing your current employees so they are ready to acquire key roles when the need arises. Knowing the career goals, behavioral strengths, motivators and personal skills of employees will help you identify the next company executive. Then, implement a leadership development program where your leaders of today are coaching and molding the leaders of tomorrow. Investing in your dedicated employees is a cost-effective approach that will avoid the inflated market for top executives and yield long-term results.

What is your long-term approach to battling the war on talent? Will you fight on the front-line, or build a succession planning strategy within?

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