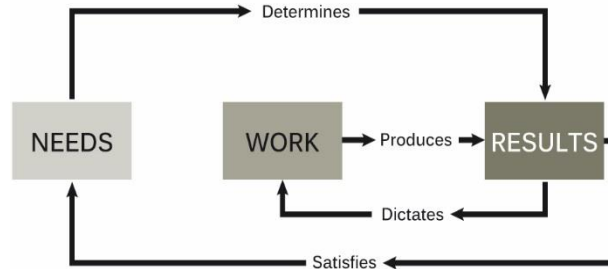
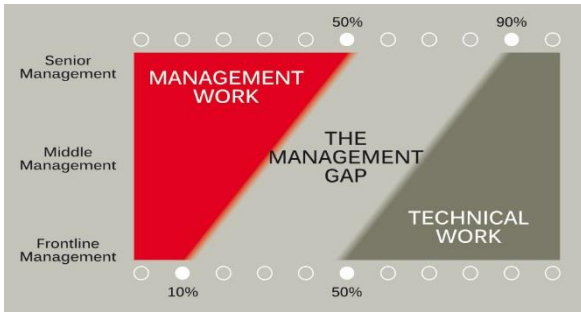




The Allen Management System™ An integrated system's approach to Management Leadership:



Louis Allen's flagship programs:



Louis Allen Worldwide Engagement Survey™:

- A worldwide 3-year comprehensive research study on Engagement Surveys resulted in a superior Human Capital Metric Survey.
- 54 Survey items with 6 items (3 x Commitment & 3 x Motivation) for creating an Engagement Index to measure engagement.
- The remaining 48 items measure things that can impact engagement. Thus, measuring 16 Root Causes, with 3 items each for reliability.
- **Satisfaction ≠ Engagement**

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The Extraordinary Coach™

Learn the skills and framework utilized by world-class coaches to increase your leadership effectiveness.

Stop simply giving advice and learn to enable others to come to better decisions on their own. Effective coaches have a profound impact on individuals, teams, and organizations. Experience *The Extraordinary Coach* Workshop and master a simple, flexible, yet powerful coaching framework.

OBJECTIVES

During the workshop you will:

- Design a Coaching Development Plan
- Use the FUEL framework to engage in effective and efficient coaching conversations
- Improve the performance, engagement, and capabilities of others
- Accelerate business outcomes
- Analyze your results from *The Extraordinary Coach* Attributes and Perspectives Assessment
- Practice and receive feedback around how to hold a coaching conversation

AUDIENCE

The Extraordinary Coach is designed for anyone who seeks increased employee engagement, improved productivity, and the insightful application of a best-in-class coaching framework.

"I have been utilizing the skills acquired in this workshop with my current team and have found it to be personally gratifying...This is one of the best courses I have taken in my whole life. The entire experience is life altering."

— Technology Manager
Global Financial Services Conglomerate

MATERIALS

As a participant, you will receive:

- *The Extraordinary Coach* Participant Manual—a reference, workbook, and toolset to empower effective coaching
- *The Extraordinary Coach* Attributes and Perspectives Assessment—a self-survey that measures coaching behavioral preferences
- The Coaching Conversation Guide—a useful reference tool
- A hard copy of the book, *The Extraordinary Coach: How the Best Leaders Help Others Grow*, by Dr. Jack Zenger and Kathleen Stinnett, MCC

FORMAT

This workshop is a 1-day, instructor-led, skills-building experience. It utilizes fun and engaging videos with practice and feedback activities.

PLUS



Elevating Feedback™

Organizational leaders recognize the value of providing feedback. Research shows that employees want to receive feedback. So, why is it the most avoided managerial behavior? Simply put, leaders lack the courage and skills to provide effective feedback to their colleagues.

Providing feedback—both reinforcing and redirecting—is a proven vehicle for better performance management, employee engagement, and employee commitment; all of which have a direct impact on organizational results. When delivered with skill, feedback is a powerful tool for organizations and employees.

KEY LEARNINGS

Elevating Feedback is a half-day workshop that gives employees at all levels of the organization the skills to improve the feedback experience. Prior to the workshop, participants will take the Feedback Preferences Survey designed to capture their propensity on several dimensions assessing giving and receiving feedback. During the workshop, a Zenger Folkman or certified client facilitator will help each participant to:

- Identify the personal and business benefits of providing effective feedback
- Understand why providing feedback is so hard
- Reflect on how preference and behavior impact the ability to give and receive feedback
- Use best practices for providing meaningful reinforcing feedback
- Use the FUEL model as a framework for providing redirecting feedback
- Create a personal feedback action plan

Workshop participants will be trained in feedback skills and will create a personal development plan. They will leave the workshop prepared to have more effective feedback conversations.

AUDIENCE

This program is designed for employees at every level of the organization.

MATERIALS

As a participant, you will receive:

- *Elevating Feedback* Feedback Preferences Survey
- *Elevating Feedback* Participant Manual
- *Elevating Feedback* Quick Guide

FORMAT

This is a half-day interactive, instructor-led, skills training experience. It utilizes proven behavioral modeling methodology and video vignettes.

"Silence becomes cowardice when occasion demands speaking out and acting accordingly."
— Mahatma Gandhi

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