

## People Development

### (Coach & Develop Team Leaders) RET-PMD-4002-1.1

You will learn the skills and knowledge required to build a healthy pipeline of talent pool within the organisation, review talent capabilities, identify skill needs and encourage personal learning and development.

### Competency Elements

Identify team leaders' skill requirements, facilitate their learning opportunities to enhance performance and coach team leaders to help them develop their skills and gain confidence

### Knowledge

At the end of the workshop, the participant will *know about*:

- Legal and ethical considerations relating to the management of capability development
- Organisational policies and procedures relating to capability development
- Relevant professional or industry codes of practice and standards relating to management of capability development as a manager of a department or cross functional team
- Implications and impact of coaching and mentoring activities on the individuals participating in the processes
- Models and methods of training needs analysis
- Market trends and developments on new and emerging skill requirements, talent management and learning and development
- Models, methods and tools for identifying, assessing and managing talent

- Professional or industry codes of practice and standards relating to talent management
- Line manager roles and accountabilities for implementing talent management processes.

### Abilities

At the end of the workshop, the participant will *be able to*:

- Review organisational strategies and business plans to identify impact on team competency requirements
- Review current skills of team leaders using appropriate methods and tools to identify skills requirements
- Work with team leaders to establish their learning priorities and learning and development plans
- Identify learning and development opportunities and provide resources and support to facilitate the development of team leader skills
- Review capability development approaches for team leaders to identify areas for improvement
- Provide coaching to team leaders to enhance their role performance, taking into consideration their emotional states
- Review coaching outcomes against coaching goals to identify areas for improvement in the coaching process.

### Intended Audience

Participants interested in Leadership and People Management; participants of organisational Talent Development / Retention Program / New Manager Program and professionals interested in personal development.

### Methodology

This workshop will be conducted with a good blend of lecture, interaction, role plays, sharing and SSG assessments.

**Duration:** 2 days