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UNIVERSITY OF WISCONSIN–MADISON

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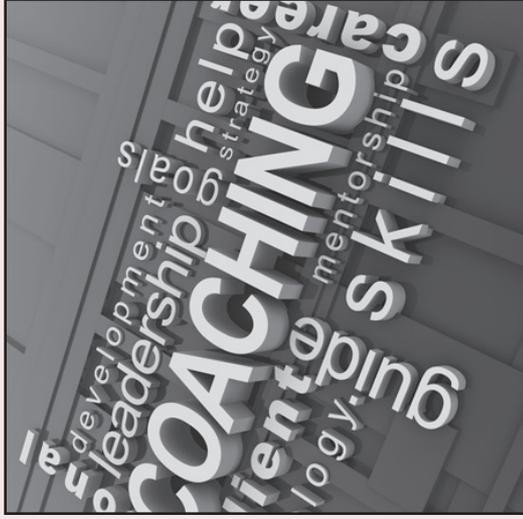
*Please share this brochure with colleagues
who may benefit from attending this course.*

Coaching and Mentoring
for Technical Leaders

Limited enrollment!
Register your team today and benefit from
a $200 discount—see inside for details.

14 Professional Development Hours
ACCEPTED NATIONWIDE

WISCONSIN
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**COLLEGE OF ENGINEERING
DEPARTMENT OF ENGINEERING
PROFESSIONAL DEVELOPMENT**

Coaching and Mentoring for Technical Leaders

This course features Situational Leadership®II participant materials published by The Ken Blanchard Companies.

Attend this course to learn how to:

- **Use a common language for coaching and mentoring in a technical work environment**

- **Help others develop SMART Goals that align with what they need to accomplish**

- **Collaboratively diagnose an individual's competence and commitment to perform specific goals or tasks**

- **Apply a variety of leadership approaches, comfortably, to provide individuals with the direction and support they need to achieve personal and the organization's goals**

- **Put into practice the Situational Leadership® II approach to coaching and mentoring others**

Coaching and Mentoring for Technical Leaders

Why This Course

Most organizations are experiencing a turnover in leadership. This turnover is especially challenging in technical organizations, where the role and expectations of the individual engineer differs considerably from the role and expectations of a manager. In addition, many organizations have put off the development of their managerial pipeline and now face a need for rapid development of new technical managers. Coaching and mentoring play a significant role in development of new talent, but the skills needed to be effective in this area are not always obvious. Fortunately, solid, proven methods exist that can be learned and practiced.

About This Course

Coaching and Mentoring for Technical Leaders will teach you how to coach, mentor, evaluate, and continuously improve the skills of those you want to advance in your organization. The course is based on the proven methods of Situational Leadership® II, created by Dr. Ken Blanchard and others. It is taught by an experienced training manager from one of the world's leading technology companies. This course is highly interactive and will provide you with the tools for open communication and a clear strategy for leadership development. It will teach you how to develop confidence and self-reliance in others. You will also learn how to develop competence and commitment among your employees, as well as how to retain the talent that you have developed.

In addition to the two-day in-residence experience, you will have an opportunity to participate in a webconference follow-up session one month after the course, to check in on your progress and answer the questions that have arisen as you have implemented the Situational Leadership® II approach.

Why Technical Leaders Like Situational Leadership® II

Technical leaders from around the world have used the Situational Leadership® II (SLII®) approach to grow the talent of others for over 30 years. When technical leaders are asked why, they often say that the SLII® strategy for coaching and mentoring individuals is easy to learn and practical to implement. They also say that SLII® concepts are easy for others to understand and they serve as a common language that improves communication and achievement of personal and the organization's goals.

Benefits to You

Upon completion of this course, you will be able to:

1. Apply a common language for coaching and mentoring technical workers
2. Teach others how to develop SMART Goals that align on what needs to be accomplished
3. Diagnose an individual's competence and commitment to perform specific goals or tasks using a collaborative approach
4. Demonstrate a variety of leadership approaches, to provide individuals with the direction and support they need to achieve personal and organizational goals
5. Develop an implementation plan to coach and mentor others using a Situational Leadership® II approach

Benefits to Your Organization

1. Sharpening internal communication by increasing the frequency and quality of conversations between your organization's leaders and others resulting in building employee trust and improved performance
2. Helping others develop competence and commitment that results in achieving their personal and organizational goals
3. Coaching others to be confident and self-directed, resulting in saved management time and resources
4. Demonstrating organizational leadership that values and honors differences

Past Particants Say …

"I left this course with surefire ways to help my staff improve their skills."

"The coursework allowed me to incorporate my own real-life leadership situations, which helped me identify solutions as I learned."

"Learning how to lead by the situation was invaluable and will help me communicate with diverse groups."

"This course provided an excellent perspective on how I can use what I've learned in my organization."

"The interactive nature of the learning activities, peer discussions, and useful tools to improve my coaching skills."

Who Should Attend

- Managers, directors, and team leaders responsible for employee development
- HR and training staff supporting coaching and mentoring programs
- Leaders of organizations seeking to build bench strength and fill holes in succession planning

Your Fellow Learners

You can anticipate participating with other technical leaders that are interested in developing the competence and commitment of others. Your classmates will represent a wide variety of public and private organizations from across the country. Also, you can trust that they will contribute to rich discussions on how to grow the next generation of technical leaders.

Course Agenda

Course Learning Design

Course Pre-Work
To leverage your investment of time and resources in this course, pre-work materials will be emailed to you approximately one week prior to the kick-off of this course.

Leadership for the Future
- A contemporary look at what leaders need to be in today's diverse multi-generational workplace to be successful and effective
- Learn why the Situational Leadership® II approach is a language as well as a strategy for coaching and mentoring others that optimizes employee development and an organization's success

Goal Setting:
The 1st Skill of a Situational Leader
- Learn how to help others develop goals that are specific, motivating, attainable relevant, and trackable (SMART Goals)

Diagnosis:
The 2nd Skill of a Situational Leader
- Discover how to diagnose an individual's development level to perform a given task or goal and provide the appropriate direction and support to achieve success
- Learn how to use the four leadership styles (strategies)—each with a different combination of directive and supportive behaviors that provide just what the individual needs to perform in a given situation

Matching:
The 3rd Skill of a Situational Leader
- Find out how using the appropriate leadership style in a given situation optimizes the employee's development and saves you time
- Practice how to match your leadership approach to individuals' development levels
- Demonstrate how to open up communication and involve others in setting goals and reaching agreements about the support and direction that you need to achieve personal and organizational goals
- Learn how to manage development regression by staying in close touch with performance and development

Addressing a Challenging Coaching Situation
Practice using the Situational Leadership® II approach to address a real-world coaching situation that you are challenged within the workplace

The SLII® Experience Participant Kit
- The course participant kit is designed to help you to implement the learning, practice, and mastery of the SLII® approach to coaching and mentoring. This kit is designed to both help you learn SLII® and to make it easy for you to teach it to others. It includes a variety of tools that you will complete prior to, during, and after the on-campus session. The participant materials include:
- LBAII® Questionnaire (Self-assessment tool)
- SLII® Fitness Test (Self-assessment tool)
- SLII® Participant Workbook (Concepts and Practice)
- Interactive SLII® Worksheets and Checklists
- SLII® Conversation Starters and Worksheets
- Teach SLII® to Others PPT Presentation and Introduction to SLII® Article
- Post-course, participants will have the opportunity to register for the Blanchard Exchange® portal at no additional cost and gain access to:
  - Smartphone SLII® Application (Downloadable Tool)
  - SLII® Video-Based Training Resources (Online)
  - The SLII® Challenge: 12 Mastery Modules (Online)

One-Month Follow-Up Session via Blackboard® Webconferencing
Approximately one month after the course, join in an online follow-up session to discuss your implementation experiences. You'll also have the opportunity to ask questions and address any additional learning needs. You will receive more details about the follow-up session during the course.

Course Schedule

Day 1
7:30 a.m to 8:00 a.m. Registration
8:00 a.m. to 5:00 p.m. Class

Day 2
8:00 a.m. to 3:30 p.m. Class

Midmorning and midafternoon refreshment breaks and noon lunches are provided both days.

Your Instructor

Rick Huber, PhD, is a results-oriented adult education professional with significant experience in leading public and private sector continuing education initiatives; including for General Electric's health care business and Wisconsin Technical Colleges. He has demonstrated expertise in developing leadership skills and training-for-trainers in the workplace on a global basis. He has also shared this expertise with UW–Madison as a member of the School of Education's Board of Visitors and has served on other education advisory boards and professional associations for over 35 years.

Proven Results

This course has been offered many times both in-house at several organizations' requests, as well as publicly. Students rate the course very highly. Follow-up discussions with these students have shown they are using the tools successfully.