



Mannaz

Leadership Workshops

# Development Conversations

**Managers who know how to conduct development conversations create value for the organisation through improved engagement and retention levels.**

These managers contribute to a learning organisation with a strong and sustainable pipeline of talent, and enhance your organisation's reputation as an employer of choice.

**According to research, employees are most motivated when they have a sense of purpose, a sense of freedom and a sense of mastery at work.**

Managers who leverage these key motivators are often rewarded with better business results. The key is to put the employee at the centre of the development discussion without ever losing sight on the wider business goals.

During this session, we'll provide you with the **tools to conduct effective development conversations, practise your coaching skills, and generate development plans** that align both the organisation's and your team member's unique needs.

*81 percent of organisations indicated that their leaders are not at all, or only somewhat, effective at developing their employees (Brandon Hall Study – 2015). Indeed, when asked, almost a quarter of employees are dissatisfied or very dissatisfied with the opportunities they have to develop their skills in their job.*

*(CIPD employee outlook 2017)*

The Mannaz Leadership Workshops are short and powerful sessions that focus on a specific skill in an interactive and experiential way. The Leadership Workshops are designed for maximum impact by providing only the most relevant theory while creating space for participants to experiment using their new skill in a safe, learning focused environment.



## Your Challenge

An organisation that prioritises development, feedback and coaching stands a greater chance of engaging and retaining its people. So how will your organisation:

- Balance the immediate need for results with the longer-term need of building capability?
- Create a culture where development plans are co-created and shared between managers and team members?
- Systematically build skills and competencies required for your business to achieve its strategic goals?



## Our Approach

During this 1 day workshop, we'll work with leaders to help identify ways to co-create development plans. You will:

- Learn to use advocacy and enquiry to align your employee's and your organisation's aspirations.
- Practise your listening skills in order to uncover the motivations of your team members.
- Complete a tool specifically designed to help you prepare for a development discussion back at work.
- Practise your coaching skills as you help to uncover the 'sweet spot' and create a tangible development plan.
- Identify a variety of learning options that will help to provide personal stretch team member.



## The Outcome

Building skills to develop others can provide measureable outcomes for you and your organisation, including:

- Higher levels of engagement and retention.
- A stronger pipeline of 'ready' talent at all organisational levels.
- A stronger talent development process that includes more stretching and coherent development plans.

At Mannaz we are dedicated to enabling people and organisations to succeed, providing innovative solutions in the areas of organisational development, leadership development, talent development and change management. Our unique approach and world class facilitators empower leaders with the capabilities required to meet the challenges of today and tomorrow by creating positive change in individual behaviour and corporate culture.

With offices in Copenhagen, Aarhus, Malmö, London and Hong Kong and a global network of facilitators, we assist the development of people all over the world.

*Mannaz*

We have deep expertise in tailoring solutions specific to client needs.

Contact us at [contact@mannaz.com](mailto:contact@mannaz.com) to discuss your specific needs further with an experienced consultant.

Visit [www.mannaz.com](http://www.mannaz.com) to find out more.

