

DESCRIPTION

The Coaching for Performance and Productivity course is designed to revolutionize traditional leadership and management practices, transitioning them into modern, enabling leadership techniques. Tailored for established managers, this course covers crucial topics including leadership and organizational mindsets, the shift from command-and-control to enabling leadership, and the innovative Lead-Manage-Coach (LMC) model.

Participants will master essential coaching skills and develop effective questioning and proposing techniques, emphasizing the importance of building robust relationships and continuous team development. Overall, the Coaching for Performance and Productivity course provides a comprehensive introduction to leadership performance and productivity, preparing leaders to enhance the performance of their teams and organizations while harnessing their personal leadership genius.

WHO SHOULD APPLY?

- At least three (3) years of experience managing direct reports or teams
- Identified as high-potential talent for upskilling and advancement within your organization
- A demonstrated need for personal and professional development.
- PRO Members with support from their company or supervisor to actively participate

DATES

September 9 - December 2, 2024

FORMAT

- Bi-weekly, 75 minutes each
- One (1) pre-course assessment - Leader Performance Scorecard
- Seven (7) live virtual sessions
- Pre-session videos + podcasts + post-session reflection questions
- One (1) Capstone Assignment

COURSE REFERENCE BOOK: [The Enabling Manager by Myles Downey](#)



*Certificate of Completion will be provided to participants that meet all requirements**

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SCHEDULE *(all sessions are scheduled for 12:00 PM CST)*

- Monday, Sept 9th
 - Monday, Sept 23rd
 - Monday, Oct 7th
 - Monday, Oct 21st
 - Monday, Nov 4th
 - Monday, Nov 18th
 - Monday, Dec 2nd
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SESSION DESCRIPTION

Pre-Session Video: Leadership in Sports 4.0 - Time for Change

In the Fourth Industrial Revolution (4IR), sports leaders face complex challenges, including financial sustainability, technological advancements, and diversity and inclusion. Traditional management models are becoming obsolete as workplace expectations evolve. The newest workforce generations highlight the need for innovative leadership approaches. This video will introduce strategies to adapt and lead successfully in this dynamic environment.

Session 1: From Command and Control to Align and Enable

Traditional command-and-control leadership is becoming outdated in today's dynamic landscape. This session will explore the transition to an align-and-enable approach, highlighting four key activities that team leaders must master to foster a more empowering and collaborative environment.

Session 2: The Enabling Leader Model

Now that we understand that the role of a leader or manager is to align and enable, how do we do that? What does it take to get your team to be the most effective and productive it can be? There are four key activities in which a team leader needs to be proficient.

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Session 3: The Model Lead-Manage-Coach (Why, How, What)

Effective leaders use coaching techniques to engage their teams, drive performance, and unlock individual potential. In this session, participants will delve into the Lead-Manage-Coach model, understanding the importance of seamlessly transitioning between these roles to achieve impactful leadership.

Session 4: 'Coach ' The Model | Three Essential Coaching Skills

There are two key models you can use to structure your conversations with your team to align them with the needs of the business and enable them to bring their insights, skills, and creativity to the table. Participants will also learn three crucial coaching skills that impact team dynamics: following interest, raising awareness, and listening to understand.

Session 5: Developing Your Skills as an Enabling Manager

As a team leader, one of your key responsibilities is to develop your team and ensure it functions as an effective, cohesive unit, achieving its collective goals. In this session, participants will learn the art of asking great questions, a fundamental skill for enabling leadership reflection on two essential questions: What do you want from your team? How do you, as an individual, need to show up to support and enable your team's success?

Session 6: Building and Maintaining a Solid Foundation | Using Lead - Manage - Coach in Your Day-to-Day Role

Strong relationships are the cornerstone of effective team leadership. This session emphasizes the importance of building and maintaining good relationships with team members and establishing a solid foundation for trust and collaboration. Participants will also explore how the LMC model fits within the context of their organization, and specifically their role as a team leader.

Session 7: Developing Your Team

Team leaders are responsible for developing their teams and ensuring cohesive performance towards collective goals. This session will address two critical questions: What do you want from your team? How do you, as a leader, need to show up to support and enable your team's success?

Capstone Assignment Due: Dec 20th

MEET THE FACILITATOR

John Grisby is an industry consultant and academic Professor of Practice (Leadership). He is based in London and works internationally across multiple sectors. John has a track record of helping business leaders and corporate executives transform their roles, teams, and organizations. He specializes in building capacity and accelerating sustainable leadership practice to achieve results - reducing failure to cope with business/industry '4.0' environments.

John has published a sustainable leadership practice book for next-generation leaders in sports, *Games You Can Play - Experience the Meaning of Winning in Sports 4.0* (Michael Terrence Publishing 2019). He has written numerous business and sport leadership articles internationally, which include; Chartered Management Institute Insights (CMI), Global Professional Tennis Coaching Association (GPTCA), International Journal of Sport Science and Coaching (IJSCC) English Rugby Football Union Technical Coaching Journal (RFU), and the Journal of London Football Coaches' Association (LFCA).

Accommodations Statement

If you have a disability that requires reasonable accommodation to fully participate in a PRO event, email membership@prosportsassembly.org at least three (3) business days in advance for arrangements to be made. Your response helps us make all PRO events more inclusive.

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