

Join David Clutterbuck, the World's Leading Authority on Developmental Mentoring, for a two-day intensive workshop in which Line Managers will examine approaches to systemic talent development, team development, and line manager effectiveness.

November 23rd - 24th, 2020 | 10:00am - 6:00pm East Africa Time



In the new world of work, line managers need to be effective in managing and developing talent in a virtual environment.

Further, line managers are called to model the right behaviours for their teams and engage them in developmental conversations to help team members perform at their best, realize their potential and deliver their mandate effectively.



However, research shows a general inability or unwillingness to address development issues on the part of line managers at all levels of the organization.

Further, opportunities for line managers to explore what gets in the way of their ability to operate effectively are rare.

To this end, we have invited David Clutterbuck to lead a two-day course for line managers interested in enhancing their ability to develop their teams and hold developmental conversations. During this programme, participants will:

- Raise their awareness on the importance and potential of their role in leading developmental conversations with direct reports.
- Focus energy and commitment to fulfilling the aforementioned role; derived in part from having greater confidence in their ability to do so.
- Understand the structure of a developmental conversation.
- Access a portfolio of tools to help them prepare for, and manage, effective developmental conversations.

Overview of the Workshop

This workshop will cover the topics below among others:

- Taking charge of one's career and self-development - The IPCS Model
- Critical conversations for talent development
- Developing direct reports
- Being an effective role model
- Understanding learner motivation
- Applying a formula for talent development
- Understanding and applying the dimensions of developmental quality
- Giving feedback effectively
- Ensuring leader trustworthiness and creating psychological safety
- Creating effective personal development plans

Participants will earn 2 CPD points from the IHRM



This workshop is for Line Managers responsible for the development of talent; including direct reports. Participants will be equipped to:

- Have developmental conversations with their direct reports
- Develop their Identity, Purpose, Context, and Strengths; while mitigating weaknesses.
- Engage effectively in distributed leadership.
- Place more emphasis on continuous, insight-provoking, and honest conversations than on processes and rules.

About David Clutterbuck



Professor David Clutterbuck is one of Europe's most prolific and well-known management writers and thinkers. He has written 65 books and hundreds of articles on cutting edge management themes. He works with an international network of mentor trainers, supporting organisations in

developing capability in coaching and mentoring. David maintains a continuous programme of research into mentoring, coaching, and leadership development. He is also a leading expert on systemic talent management and an accomplished and controversial public speaker in high demand around the world.

David is the chairperson for the International Standards for Mentoring Programmes in Employment. He is also the co-founder of the European Mentoring & Coaching Council (EMCC), the primary body representing coaching and mentoring in Europe. As the co-founder of the EMCC, David is the council's special ambassador, tasked with championing mentoring best practice internationally. David was the first to be voted as Mentor of the Year by Coaching at Work Magazine. He was also recognized as one of HR's top 15 influencers by HR Magazine.

David serves as a visiting professor at Oxford Brookes, Sheffield Hallam, and York St John universities. He is also an associate faculty member at Ashridge Business School. He likes to practice what he preaches, setting himself the goal of achieving at least one major learning challenge each year; ranging from sky-diving to becoming a stand-up comedian.

LIMITED SLOTS AVAILABLE.

To register contact: teckie@careerconnectionsLtd.com and simran@careerconnectionsLtd.com | 0731 480 480

Fees: KES 92,000 + Taxes



This programme is accredited by:

EMCC

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