



Reinforce
Positives

Promote
Growth

Enabling managers,
enabling teams

We're enabling managers, leaders and teams

today at: Gousto, Citi, Cutover, Campari, Cubitts, Dr. Martens, The Guardian, The Modern House, Universal Records, Adidas, Heatherwick Studio, Frieze, Meta, DICE, Koto, LUSH Cosmetics, AB InBev, Shelter, Frieze, Ennismore, Wolff Olins, Epic Games, The NSPCC and **other progressive partners of all shapes and sizes.**

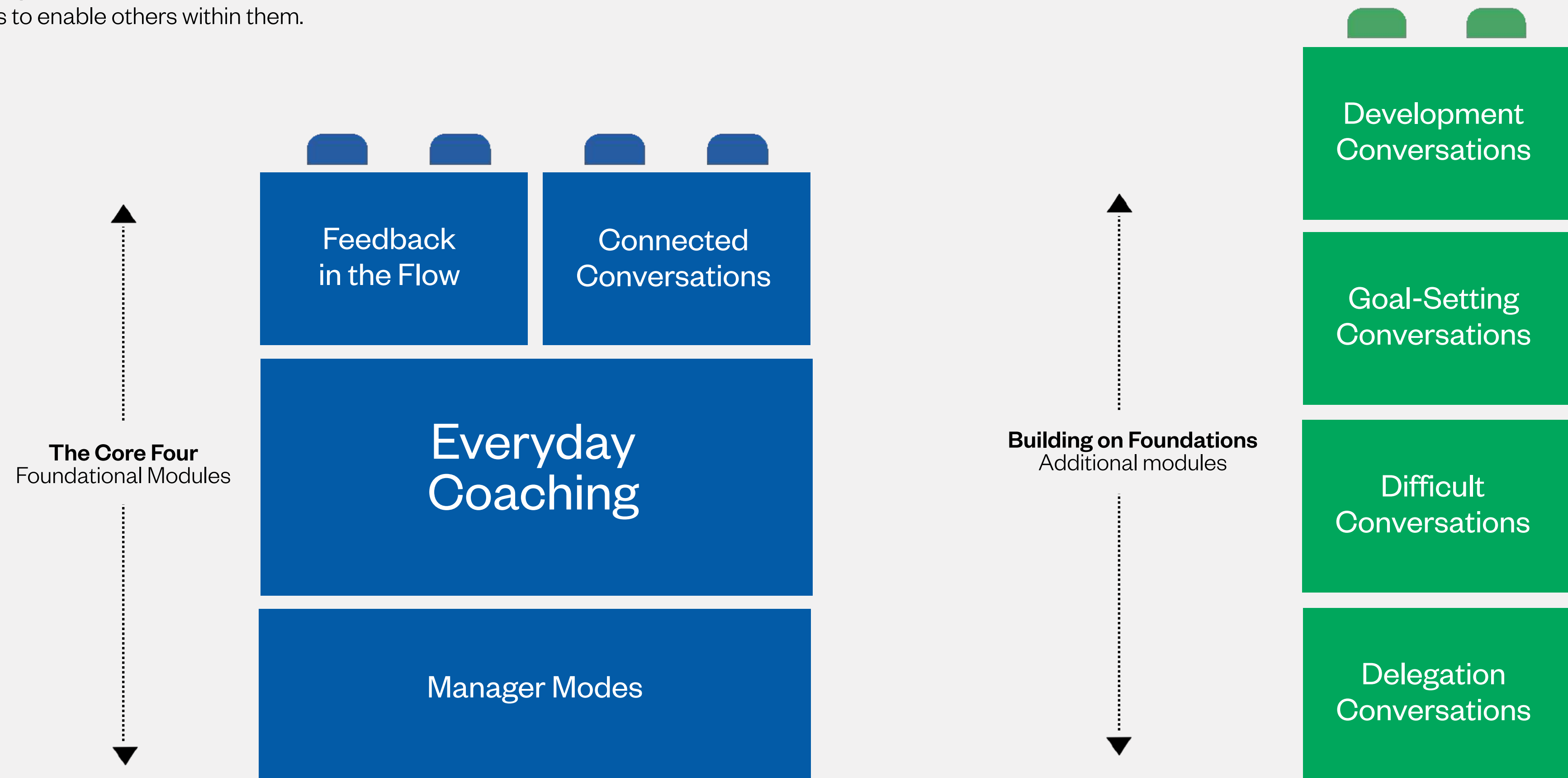
“You challenged, invigorated and motivated our leaders towards change, and brought endless fresh thinking into our business.”

Sonia Thorel
Global Head of Learning
adidas group



A modular method for modern managers

Our modules work like behavioural building blocks, each purposefully connecting to, consolidating and extending upon the core skills and mindsets previously established. At the heart of our Core Four foundational modules, is the key modern managerial behaviour of Everyday Coaching. Here, managers learn to identify *coachable moments* in the flow of work and quickly build the skills to enable others within them.



The elements of development

A brain-friendly blend

Modules are explored and experienced through a proven blend of development formats, designed to fit with busy diaries, a support range of learning styles. Motivating immediate application and experimentation is core to the approach.



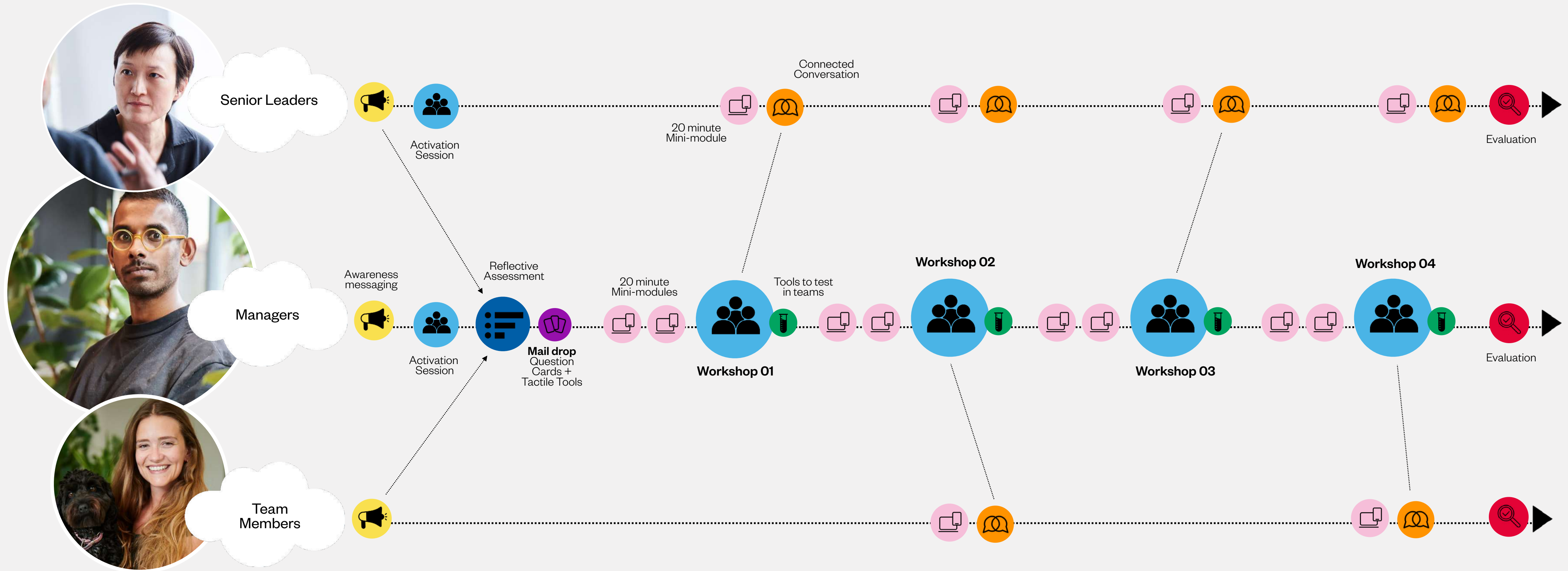
Performance-enhancing conversations

Beyond the 'Core Four', additional modules help managers to define the different kinds of performance conversations they need to be having — within the context of their own roles and cultures— and to quickly develop the skills to have them effectively. These conversational skills are grounded in the behaviours established through the foundational Everyday Coaching module



Blended, motivating and connected learning journeys

The visualisation here shows an example engagement with a primary audience of people-managers — working through a blended development experience covering our Core Four foundational modules. A key consideration in any such programme is how to purposefully connect in secondary audiences (such as senior leaders, and the team members or participants) to best support accountability and transfer at the outset and throughout.



The Core Four

Foundational modules for modern managers



1. Manager Modes

Raising self-awareness of our strengths tendencies is an important starting point on the journey towards effective management and leadership. We invitingly introduce the idea that there's a core quartet of modes available to us as managers: Doing, Directing, Coaching and Leading. They're far from mutually exclusive, and they'll need to be consciously combined in all kinds of contexts.



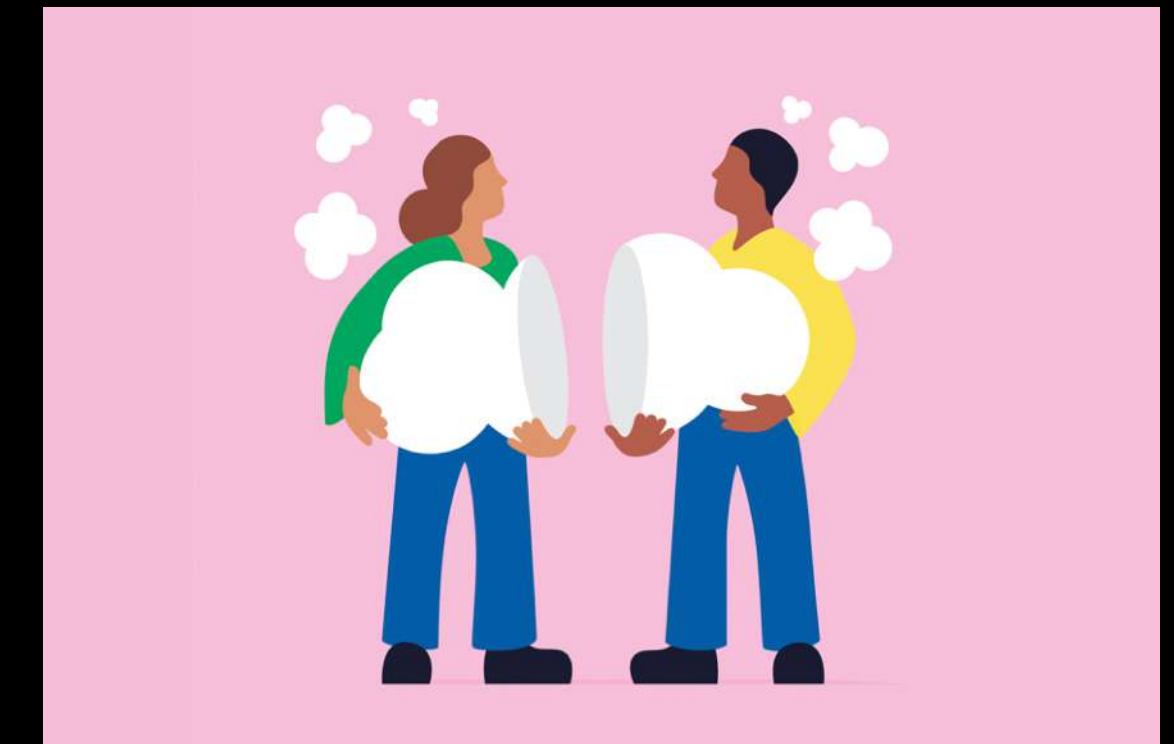
2. Everyday Coaching

From the modes available to us as managers, a coaching approach becomes pivotal for both empowering and building autonomy in others, and combining with other modes too. Our focus is on enabling managers to coach in the flow of work — identifying 'coachable moments', actively listening within them and building their question banks so that through an enquiry led approach they continually guide towards action.



3. Feedback in the Flow

In the modern world of work, feedback is a must-have for managers and teams alike. It's something that managers particularly must continually improve their ability to share effectively, and at the moments that matter most. And as well as giving feedback effectively to those around them, they must regularly and specifically pull it in, rather than wait for it to be pushed their way. And when they do this well, they motivate others to do the same.



4. Connected Conversations

Our work with high performing teams has revealed the importance of a predictable cadence for different kinds of performance conversations— from check-ins in the flow of work to regular 1-1s and performance reviews. A reliable rhythm offers managers a chance to intentionally 'connect' into goals, values, development and other levers for motivation. We define these conversations, and develop the skills to have them well.



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