



## Leadership in Concept **DEVELOP TALENT**

### 10 tools to Coach



1. Open-ended Questions
2. Reflective Thinking
3. Active Listening
4. Constructive Feedback
5. Empathetic Understanding
6. Role-Playing
7. Solution-Focused Approach
8. Visualize Goals
9. Positive Recognition
10. Celebrate Success



### **GROW model**

Mentor using  
the **CASCADE**  
model



- C** Connect and Clarify
- A** Assess the current status
- S** Set SMART Goals
- C** Coach with a purpose
- A** Advise on a plan
- D** Develop and implement strategies
- E** Evaluate



### **Delegate effectively:**

- Know each team members' skills
- Set clear goals and deadlines
- Give feedback
- Provide resources
- Have realistic expectations

# Leadership in Practice

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## 10 tools for coaching:

- Do I clearly understand the benefits of coaching?
  - Do I make time to coach my team members?
  - Am I aware of my team members potential?
  - Do I have to work on my coaching skills? How can I do that?
  - What combination of coaching tools works best for me?
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## CASCADE model for mentoring:

- Do I clearly understand the benefits of mentoring?
  - Do I make time to mentor my team members?
  - Have I supported my mentee with defining a Personal Development Plan?
  - Have I identified when it is time to evaluate the plan?
  - Is the feedback I am giving my mentee helping him grow?
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## Delegate:

- Delegating tasks demonstrates trust in my new, young leaders.
- Do I have full trust in my team?
- What can I do to delegate more effectively?

**Help to leave my legacy in capable hands.**