There are numerous advantages for supervisors who make an effort to coach their employees, including the following four value-added skills:

1. **Employee Motivation: Sharing the intent and purpose** behind the coaching process—i.e. accomplishments, growth, strategic planning.

2. **Leadership:** Encouraging employees to complete a **self-assessment** so conversations become a **meaningful two-way discussion** and spend more time looking to the future.

3. **Strategic Planning:** Translating vision into realistic business strategies and goals/objectives.

4. **Change Management:** Listening to employee’s point of view and asking questions that gain insight and data to assess where they need support, improved processes, added resources.

**Support Services & Resources**

<table>
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<tr>
<th>Individual Support</th>
<th>Team Collaboration</th>
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<td><strong>Including:</strong></td>
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<tr>
<td>• Review performance narratives</td>
<td>• Conduct info sessions for large departments</td>
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<tr>
<td>• Help develop SMARTER goals</td>
<td>• Provide calibration meeting consulting</td>
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<tr>
<td>• Identify learning and growth opportunities for the Career Development Plan</td>
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<tr>
<td>• Provide talent conversation coaching</td>
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Email nt-stakes@uncc.edu to request any of the above individual or team services.
Workshops & Programs

Goal-Setting Workshops

- Examine, discuss, and create sample goals for employees
- Uncover project possibilities that top performers and rising stars might consider embracing order to achieve “exceeds expectations” performance status
- Collaborate and discuss possible goals that potentially motivate underperformers to rise to “meeting expectations” status

Delivering Feedback (<Learning & Development Portal>)

Overview
Giving feedback doesn’t have to be terrifying, but you do need to prepare. Get your motives, your purpose, and your plan in place before you open your mouth - and know what you’ll do if it doesn’t go well. In this course, you’ll learn how decide whether feedback is appropriate or not, where it’s appropriate, and how to ensure it makes a positive contribution to the development of the individual, the team, and the organization as a whole. You’ll also get some tips on how to handle situations where someone reacts badly to your feedback.

LEAD Program, The Leadership Experience, and Leading at the Speed of Trust
Find these programs and more in the Learning & Organizational Development Training Catalog