

A COACH'S JOB IS NOT TO WIN GAMES. IT'S TO CREATE AN ENVIRONMENT WHERE PLAYERS CAN WIN GAMES.

No basketball coach runs onto the court and shoots a three-pointer. The coach's role is instead to select the best team, create a plan for winning, then support the team while they prepare and play, all without getting in the way and slowing them down.

The same is true in your organization. Some leaders think they should tell their employees exactly what to do, then watch over their shoulders while they do it. If you do that, though, then you will not get the value out of your people that you should. Either they are talented, and you are wasting those talents, or they are not the right people, and should not be working for you in the first place. Either way, you miss out on potential benefits, and probably drive up your costs, when you micromanage them. As companies grow, you need to get greater performance out of every employee, because in today's talent market you cannot expect to just hire more people.



So how do you make sure your team is set up for success?

BUILD A TEAM

Some people believe leaders should be more skilled than their employees – and that's wrong. While you should probably be the best leader on your team, when it comes to functional skills, you want to find the most talented players who can work the way you need them to work. **We will learn how to understand your business needs and recruit the right people in a way that boosts performance while reducing the costs of attrition later on.**

DESIGN A GAME PLAN

Nothing will put you out of business faster than operating without a plan. Everyone should understand your goals and how you will reach them, so they know how to play their part the best. And before you ask, yes, plans change – but it's easier to deal with new situations when you start with an existing plan, instead of coming up with something new every time. **We will explore a planning process that is simple to use and can be applied in any business.**

GET OUT OF THE WAY

Serena Williams' coach does not win at Wimbledon. Instead, he perfects the details, then puts Serena on the court. In the same way, you need to make sure your team is ready to compete, and then step back and let them do it. **We will help you ensure your people have the skills they need and the feedback to keep them on a path toward success, without micromanaging.**

LEARNING OUTCOMES

Our goal is to help you leave the session with some practical actions you can take back to the office. Following this seminar, you will be ready to:

THE MAIN GOAL OF THIS SESSION IS FOR YOU TO CREATE AN ENVIRONMENT WHERE YOUR EMPLOYEES CAN DO THEIR BEST WORK.

- Define your business needs, and the qualities you want in a new hire
- Recruit candidates in a way that attracts the people most likely to perform well and fit into the organization
- Create an easy-to-understand plan, whether it's for a 5-year strategy or a short-term project
- Communicate goals and priorities in a way that keeps employees focused on producing the greatest business value
- Provide employees with both reinforcing and constructive feedback – formally and informally – that improves future performance
- Help your employees develop their skills through on-the-job learning.

WHO WILL BENEFIT

Whether you are focused on an entire organization, or just your own team, a wide range of leaders will bring back practical skills from this seminar:

- New leaders will have a better understanding of their role
- Mid-level leaders will set themselves up for future success by developing a team that can lead growth
- Senior leaders can adapt from a traditional business setting to today's rapidly changing environment.

ABOUT THE FACILITATOR

Dr William Thomas is the Chief Teaching Officer for Designing Leaders LLC, a US-based company providing leadership training and coaching throughout Asia. Dr Thomas is a retired US Air Force lieutenant colonel, having spent most of his 21-year career as a strategic planner. He holds a PhD focusing on organizational culture as well as an MBA and a degree in economics. Following the Air Force, he taught as a professor at Georgetown University in Washington DC, and also taught as a Fulbright Scholar at Nanyang Technological University in Singapore. Having lived and worked in multiple countries throughout Asia for the last 7 years, he has advised companies ranging from small startups to multinational airlines and banks. Beyond the workplace, Dr Thomas is a marathon runner who is one of the few people in the world to complete The Marathon Grand Slam – running a marathon on all 7 continents and at the North Pole – and is the author of CROSS THE LINES: A Journey to Complete The Marathon Grand Slam.



Leading Like a Coach

Helping Your Employees Be Their Best



PHP 8000 + VAT

9:00 - 1:00 am | 6 February 2019

The Ark by Unionbank Insular Life Bldg., 6781 Ayala Avenue, Makati City