

A coach's job is not to win games...it's to create an environment where the players can win games. Whether you are leading a highly coordinated water polo team, or picking individual runners who have the best chance to bring home SEA Games medals, the coach's role is to select the best team, create a plan for winning, then support them while they do it.

The same is true for leaders and managers in any organization. You may think the best thing is to tell your employees exactly what to do, and watch over their shoulders while they do it, so work gets done the way you want. If you do that, though, it means you are not getting 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 are missing out on potential benefits, and probably driving up your costs, too.

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 best 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 goal and how you will reach it, 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 actually have a plan to change, rather than 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**

Roger Federer's coach (when he decides he needs one) does not win Grand Slam tournaments. Instead, he helps perfect the details, then puts Roger on the court. We will help you understand how to make sure your team has the skills they need, then provide feedback to keep them on track and the resources to keep them moving forward.

As companies grow, leaders need to get greater performance out of the workforce they have, because in today's tight talent market you cannot expect to just hire more employees. Leaders will leave the session knowing how to hire the right employees, create a plan that puts their skills to the best use, and build an environment where the team is motivated and enabled to create the most business value. The main goal of this session is to help you be comfortable in your leadership role, so you can create an environment where your employees do their best work.