GCG

Global Coach Group
Lead for Good



ACCELERATE YOUR PROFESSIONAL DEVELOPMENT

IN THREE EASY STEPS

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In today's dynamic professional landscape, employees at every level are increasingly taking the initiative to drive their own growth and development. By proactively engaging with their managers, they seek out coaching opportunities and foster open, two-way dialogues, empowering themselves to excel and achieve their full potential.

Increasingly, these individuals grow in their positions and leadership capabilities as they expect ongoing feedback based on open dialog that helps them improve and learn. As a team member, reaching out to your leadership to partner with them in your own success is a powerful way to invest in yourself and your company at the same time. For team leaders who want to start a culture of coaching in their organizations but don't have the full commitment from their leadership, this is the perfect opportunity to start.

It's as easy as setting aside 30 - 60 mins every 3 to 6 months to discuss with your manager. Asking for coaching from managers empowers people to manage 3 topics effectively.



Vision

You and your manager share a vested interest in reaching the next level which means collectively aligning with the organization's evolving goals and strategic vision. This begins by aligning around the bigger picture and recognizing how your individual contributions integrate into that broader narrative. Engaging in open discussions with your manager allows you to stay in sync with the organization's upcoming priorities, anticipate shifts in direction, and identify the skills and resources needed to adapt. It's about fostering a collaborative environment where everyone is committed to moving in the same direction, stepping out of their comfort zones, and achieving new levels of success. By asking, "What is the next level for us?" you're actively ensuring that you stay informed and connected with your manager, guaranteeing efforts are harmonized, strategic, and poised for success.

On an individual level, the next level is about personal growth and professional development that matches both your ambitions and the organization's goals. It's about seeking opportunities to expand your skill set, take on new challenges, and proactively contribute to the team's success. By understanding the organization's vision and direction, you can tailor your own goals to not only meet but exceed expectations. Engaging in continuous learning, seeking feedback, and embracing new responsibilities are key steps in this journey. When you ask, "What is the next level for me?" you're positioning yourself as a leader in your own career, well-directed and ready to seize opportunities along the way while navigating challenges with confidence.

Use these questions to guide the Vision dialogue

What is the next level for us?

What is the next level for me?



Achievement

The vision discussion is essential to ensuring alignment with your manager on the direction forward. Instead of being caught off guard by challenging feedback later, you create an invaluable opportunity to proactively seek input. Too often, employees feel disappointed after performance appraisal conversations, but by reaching out early, you can ask, "What am I doing well?" and "What can I do better?" This allows you to gain insights into your performance while there's still time to implement action plans and deliver on the agreed-upon expectations that are aligned with the vision.

Most managers have a vested interest in a well-performing business and engaged team members. They would gladly invest their time every 3-6 months with a team member to articulate areas for development and where to apply their strengths- all with the goal of developing their team and improving the performance of key business priorities.

To quickly get to the heart of what matters, specifically ask, "What am I doing well?" and connect this feedback to your earlier vision discussion. From there, ask for candid information and data about your performance by asking, "What can I do better?" This approach provides you with a clear agenda of priorities for your professional development and how you can contribute effectively to your manager's plan for the agreed vision. Make sure to use your time to fully understand what your manager is saying and agree on the next date for a follow-up discussion in three (or six) months' time.

Use these questions to guide the Achieve dialogue

What am I doing well?

What can I do better?



Support

It may not always be enough to simply identify your development areas or performance gaps. You may also need additional resources and support necessary to truly thrive. Consider what you might need in terms of time, help, training, or other resources.

During your conversation, actively ask for the specific support that will help you succeed. Additionally, seek permission to offer suggestions that can unlock your full potential.

Research shows that employee performance significantly improves when managers equip and resource their team members effectively. So, don't hesitate to ask for what you need.
Focus on being constructive in the discussion, exploring alternative approaches to your leadership, and gathering suggestions that can accelerate your development. Remember, whatever is shared at this stage of the dialogue is meant to help you, not to criticize. Two key questions to ask your manager during this conversation are, "What support can you provide?" and "May I share my suggestions for what I need from you?" These questions open the door for your manager to offer the support necessary for your growth.

As an employee, you are ultimately in charge of your career and your professional development. If you don't advocate for the support you need, you may struggle to meet your aspirations and the achievements you just discussed earlier. Remember, this is a natural one-on-one conversation and a two-way street. Asking for your required support doesn't have to lead to resource conflicts. By owning your developmental journey and aligning with your manager, you set the right direction and plan for success.

Use these questions to guide the Support dialogue

What support can you provide to me?

May I share my suggestions of what I need from you?



This way, you create a dynamic partnership that drives success for everyone involved. Embracing this proactive approach to your professional development not only benefits your personal growth but also contributes to the long-term success and advancement of both your team and the organization as a whole. Investing time in these conversations and continuously aligning on the necessary support ultimately leads to better performance, increased satisfaction, and a more engaged workplace.

For our clients, we deliver a Triple Win: Better Leaders, Better Teams, and Better Results, boasting a 95% success rate confirmed by coworkers. Global Coach Group simply delivers the best results-based coaching using our global network of over 4,000 world-class certified coaches and our proven Triple Win Leadership Coaching approach integrated with our proprietary online coaching tools.

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