

# Leaders as Coaches: Techniques for Maximizing the Development and Retention of Talent

Effective coaching is a critical, if not the critical component for successful talent development. Unlike performance management, talent development expands the leader's role far beyond evaluating an individual's performance. Successful coaches use techniques to develop an individual's strengths, traits, and values, transforming a person's capability into professional and organizational success. This course will review different coaching techniques and explain how they can improve the development and retention of talent. Participants will learn how to apply coaching best practices to current business situations.

## OBJECTIVES

Upon completion of this course, participants will be able to:

- Review successful coaching techniques and how they improve the development and retention of talent
- Learn why coaching is needed to transform finance and accounting organizations into partners with the business
- Understand the different types of coaching conversations and how to conduct them
- Learn how to apply coaching best practices to current business situation

## HIGHLIGHTS

- The coaching role and how it differs from traditional performance management
- Different coaching philosophies
- Isolating breakthroughs to overcome professional barriers and unproductive "self-talk"
- How to have the tough discussions that challenge and support an individual's development
- Case examples for effective and unproductive coaching techniques

## DESIGNED FOR

Financial executives, directors, and managers in business and industry; partners and senior managers in public accounting



## RECOMMENDED CPE:

4

## PREREQUISITE:

Management experience

## EVENT ID:

COACH

## COURSE LEVEL:

Intermediate

## FIELD OF STUDY:

Personnel/HR

## BLI CURRICULUM:

Leadership Development

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