



# Caliper Workshop: Developing Your People



## WORKSHOP BENEFITS:

- *Learn about powerful and positive techniques for motivating people to improve their performance*
- *Discover an integrated and proven model for achieving growth*
- *Develop a style and model for coaching and development*
- *Create an action plan for helping your people advance*

## ***Inspire your employees to make a lasting change that will enhance your organization's overall effectiveness***

Is your staff working to their full potential? Do they struggle to complete assignments on time? Are you able to motivate your people to improve their performance? Or do you shy away from giving individuals critical feedback? Issues of poor performance do not only rest on the shoulders of problem workers. It is also up to their managers to provide them with the guidance and coaching they need to improve.

As a manager or leader in your organization, you are responsible for hiring the right people and for making sure that they stay motivated to achieve the best possible results for your company. And when your employees encounter challenges, it is your responsibility to step in and see how you can help them to move forward.

"Developing staff members is a common problem because it's usually not addressed until a manager has to deal with a problem employee," said Eileen Krantz, Vice President of Organizational Development Services. "Some organizations really struggle with picking the right people. And even after they find the ideal employees, managers still need to know how to help them reach their full potential"

In Caliper's "Developing Your People" Workshop, managers receive the valuable tools and in-depth information needed to guide their staff members and maximize their productivity.

### **Your staff will learn how to motivate and coach individuals by:**

- Creating a customized approach to developing each individual
- Gaining key insights into maximizing staff performance
- Utilizing their strengths to create the most effective development approach
- Understanding how to assess and identify each individual's potential
- Adopting an integrated and proven method for coaching others
- Creating an action plan to deal with real challenges
- Learning how to sustain improved employee performance

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*Real People. Real Challenges. Real Solutions.*

*"We wanted our employees to take ownership of developing their own management skills, but we also recognized a clear need for the organization to develop and prepare people to take on more responsibility."*

*– Amy Van Pelt, Human Resources Manager, Plymouth Tube Company*

Before implementing this skill-building workshop for your organization, a Caliper consultant will work with you to identify the true nature of your opportunities and challenges and then create a plan that fits with your company needs. This workshop is only one component of an entire organizational development solution, and in order to work most effectively, a workshop may need to be combined with one-on-one coaching, individual developmental guides and follow-up exercises.

Prior to the session, workshop participants take the Caliper Profile to better understand their leadership strengths and areas of developmental opportunity. By being more aware of their own natural tendencies, managers are more likely to take the necessary steps to improve. This information is then integrated into the workshop discussion so individuals can learn how to tap into their inner strengths to develop their people.

According to Amy Van Pelt, Human Resources Manager at Plymouth Tube Company, Caliper's workshops served a dual purpose for their organization. "We wanted our employees to develop their own management skills, but we also recognized a clear need in the organization to develop and prepare people to take on more responsibility."

The workshop will cover a variety of topics, including:

### **Understand and Assess Your Own Style and Strengths**

During this part of the program, you will gain insights into your own preferences for developing people. In a one-on-one session, a Caliper coach will help you understand your unique strengths and developmental areas. In doing so, you can determine how to achieve the greatest impact in developing your people.

### **Find the Developmental Approach That Works**

Learn which approaches work and which ones don't. Maximizing your own strengths will better prepare you to handle your employees' performance issues.

### **Assess Your People**

A productive team and organization is based on having the right people in the right positions. In practice sessions, each participant will learn how to accurately predict whether someone has high potential for promotion.

### **Learn an Integrated and Proven Tool for Coaching People**

You will learn the key points of an effective coaching model, why the model is effective and when the model should be used.

### **Practice the Model and How to Effectively Use It**

After you have become more familiar with the coaching tool, you will practice during the workshop to better understand how it works in a group setting, as well as in one-on-one situations

### **Action Planning**

Determine what steps should be taken in order to deal with the real challenges in your organization. And develop the confidence to grow your employees successfully.

### **The Most Powerful Tool of All**

Discover the missing ingredient for maximum motivation and learn how to ensure that your employees' growth will continue. Knowing what inspires your employees will improve their

performance while also positively impacting your own position.

Caliper's "Developing Your People" workshop builds new skills and competencies and also helps create a learning culture for the organization. By working with a Caliper consultant to determine what your organizational opportunities and challenges are, you can fully comprehend how to address them and make your company and your people as productive as possible. ■

### **About Caliper**

*For nearly half a century, Caliper has been helping companies achieve peak performance by advising them on hiring the right people, managing individuals most effectively and developing productive teams. The accuracy, objectivity and depth of our consulting approach enable us to provide solutions that work for over 25,000 companies.*

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506 Carnegie Center, Suite 300  
Princeton, NJ 08540  
609.524.1200  
www.caliperonline.com  
Email: information@calipercorp.com