

Building Manager Capability & Effectiveness: Frontline People Manager Coaching



"Tend to the people, and they will tend to the business."
– John Maxwell

People Manager Coaching helps develop & retain talent.



Coaching helps retain talent. When you provide coaching for new managers, you're developing better leaders who will likely stick around.



New managers are officially in learning mode. Feedback and self-reflection are essential for their success.



Manager behaviors are easier to change when they haven't been reinforced over long periods of time.



With effective people management and/or capability, especially for frontline managers, other aspects of human resource management (attract, develop and retain your employees) typically flow more proficiently.

Enspira's In-person and/or Virtual People Manager Coaching Offering

	First-Time People Manager	New-in-Role People Manager	Frontline People Manager
Type of people manager	<ul style="list-style-type: none"> • Development & preparation to become people manager • Next 6-12 months 	<ul style="list-style-type: none"> • First-time people managers • Managers who influence without authority 	<ul style="list-style-type: none"> • Team leaders / supervisors • Managers of managers
Coaching focus	<ul style="list-style-type: none"> • Practical tools for manager effectiveness • Resources to enhance skill set • Fundamentals to people management 		<ul style="list-style-type: none"> • Resources and tools for enhancing manager capability • Skill set to effectively manage and develop teams and more senior-level individuals

Coaching Sessions

- 1 introductory meeting
- 6 sessions of 1 hour over approx. 3 months
- 2 alignment meetings with sponsors, coach & people manager at start & end

Payment

- Lower, more accessible price than Executive Coaching
- Monthly retainers can be utilized, if in place