

# Developing Others



## A three part series on how to develop those you lead.

***“A leader’s responsibility is to develop the skills, abilities, development & performance of others.”***

Developing the people that work with and for you is one of the primary roles of a leader. These leaders will recognise and articulate the development opportunities and strengths of their people, they will provide clear feedback, they provide guidance and clarity on roles, they encourage stretch assignments, they coach with high skill and they have a plan.

These qualities need to be learned & practiced.

This webinar series builds the perfect learning pathway for you to improve and develop the way you develop others.

**Webinar one** covers why and how to develop others. It provides the thinking, principles (including goal setting) and frameworks that help us develop others. It outlines the proven successful development pathways and the resources you can draw on to build your own.

**Webinar two** covers the art of coaching. Effective leaders are effective coaches and the ability to coach people is more than just asking them to think for themselves. It’s about helping people align and commit to their goals as well as consistently connecting with their progress. This webinar is based on evidence based coaching psychology theory.

**Webinar three** covers feedback and difficult conversations. It gets into the details and builds your skills to having great quality and meaningful conversations that get results.

Formats:



webex

zoom

Length: **90 MINUTES**

Presenter: Margie Hartley

Pre work: Reading, doing and listening

Post work: Practice and buddy homework

Outcomes:

- + Clear understanding of WHY we need to develop others
- + Clear principles and concepts on HOW to develop others
- + Understanding of the frameworks able to be utilised
- + Skills build on coaching, feedback and difficult conversations
- + How to help others set and reach their goals

Investment: **\$3750 PER WEBINAR**

*for up to 30 people — \$50 per person there after*

For more information [hello@gramconsultinggroup.com.au](mailto:hello@gramconsultinggroup.com.au) or **0415 670 130**



**GRAM CONSULTING GROUP** is a community of facilitators, evidence based coaches, academics, organisational psychologists and good humans who specialise in:

- + Executive Coaching
- + Leadership Development
- + High Performing Teams
- + Leader as Coach
- + Specialist Qualitative Reports

To do that they have a multi-disciplinary and evidence based approach using principles from:

- + Coaching Psychology
- + Positive Psychology
- + Social Psychology
- + Organisational Psychology and Organisational Scholarship
- + Appreciative Inquiry
- + Anthropology
- + Sociology

Gram Consulting Group work with 11 of the top 20 ASX listed companies, three international organisations and many smaller organisations.

## **WHY AND WHEN FACE TO FACE EXPERIENCES**

Face to Face workshops enable highly effective ways to build trust, have highly collaborative and quality interactions and build the relationships and understanding in a team or group of people. These workshops allow for interaction, different environments, discussion and practice. It allows for flexibility and fulfils our human need for connection, interaction and increases the ability to deal with complexity.

## **WHY AND WHEN VIRTUAL EXPERIENCES**

With the world currently experiencing the COVID-19 pandemic, virtual learning experiences are now more than ever a necessity for teams and organisations. Webinars are built for convenience, scale and accessibility. They do not replace the face to face experience but can be used as a blended experience. We use multiple platforms and have a hugely successful record in providing engaging experience with a strong up take of the learning.



# Margie Hartley

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Margie Hartley is the founder and lead consultant of Gram Consulting Group, an independent executive coaching and facilitation community.

Since 2004 Margie has been consulting to organisations, teams and individuals to grow learn and develop. Her specialities are team and leadership development.

Margie's coaching and facilitation skills are highly regarded and her experience is extensive, lying across multiple industries and job families. She has deep experience and prides herself on curating the right experience for every single client to maximise the growth and learning for everyone.

## **COACHING PHILOSOPHY & APPROACH**

One of the key features of the coaching methodology, which supports its continued success, is the ability for coaching to be specifically tailored to particular goals or needs of a client. Margie uses solutions focused methodologies and draws on relevant research. Margie's coaching approach is underpinned through an established evidence-based collaborative, goal oriented solution focused cognitive behavioural framework.

## **INDUSTRY KNOWLEDGE & EXPERIENCE**

Margie has coached at senior levels in 11 of the top 20 ASX listed companies, Margie has a strong track record with enabling results at an individual, team and organisational level. Margie has over 15,000 hours of coaching experience.

*Margie is also part of the PodcastOne family and has three podcasts; Superwomen we Ain't with Janine Allis from Boost Juice, Fast Track Career Conversations with various guests, and Rebuilding Australia our Mindset, a post-bushfire trauma recovery podcast with Australia's leading psychologist and psychiatrists.*

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