

Mentoring Top Talent

Foster High-Level Performance through Inquiry-Based Coaching™

To keep organizational momentum moving forward, managers require the ability to effectively mentor top talent. This often calls for different approaches than those used to mentor the rest of the team.

Inquiry-Based Coaching™ (IBC™) is a simple yet powerful evidence-based method for mentoring and supporting high-potential people. In this hands-on workshop, you will be guided through the IBC™ approach for elevating your top talent and actualizing their A-level performance.

The workshop includes a downloadable smartphone/tablet APP that will give you instant access to the IBC™ methodology after you leave the program.

Takeaways

- Harness the power of IBC™ to become a more effective mentor of high-potential staff
- Empower the mentee to drive results through clear vision, committed purpose and assertive action
- Identify the protégé's hidden or explicit obstacles, and transform them into opportunities for excellence
- Support the high potential in becoming more genuinely transparent, open and engaged
- Promote honest, open and effective interactions
- Help the mentee take risks in difficult situations, rather than fall back on "what we did in the past"
- Coach your people to build trust with others at all levels
- Give and receive feedback more confidently (and help your mentee do the same)

Audience

This workshop is for leaders, HR professionals and others who wish to support high-potential talent. The course does not require any previous specific experience.

Course Content

Inquiry-Based Coaching™

- Benefits of IBC™ in delivering extraordinary performance results
- Roles and relationships of the mentor/coach and high potential protégé
- How IBC™ facilitates the mentoring relationship
- Using IBC™ to strengthen your communication and mentoring abilities

The Obstacle Inventory

- Common obstacles to performance: perception, assumptions, blind spots and biases
- Identifying the mentee's most important personal and organizational goals
- Pinpointing the most pressing obstacles getting in their way
- Bringing assumptions and biases out into the open, so they can be overcome

Mentoring High Potential Staff

- Helping mentees change their mindset, to see opportunities rather than obstacles
- Empowering them to set clear goals and act on them
- Guiding high potentials to take the wider view and transcend risk-adverse decision making
- Supporting people in taking the next step toward personal growth
- Finding avenues for their long-term organizational/career development

The Relationship Reset

- Identifying your mentee's most prevalent biases with colleagues
- Giving and receiving positive and negative feedback
- Helping high potentials build trust and collaborate more effectively with others

Further Actions for Ongoing Development

- Metrics for tracking progress
- What to do if you're stuck or unsure

Special Features

This interactive workshop includes hands-on exercises and partner work that will enable you to experience IBC™ firsthand.

In addition, you will receive the IBC™ APP to install on your Android or iOS device. The app will give you ongoing access to the IBC™ methodology, and provide you with a checklist of your improvements, important insights and opportunities.

Course Leader

Dr. Pedro Cortina is the Managing Partner of a Vancouver-based consultancy. He is a well-respected leadership expert, author, speaker, facilitator and transformation specialist with more than 20 years of experience in supporting leaders and teams through effective and profound leadership acceleration initiatives. He is also a master coach certified by the American Philosophical Practitioners Association.

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