

# AAIM Course Description



## Developing People for Performance and Growth

Nothing is more important to an organization than retaining and developing the talent that will lead to preservation and future success of the organization. Yet, the competency of developing people is one of the new competency focuses for leaders. It doesn't have to be mysterious and it is important for leaders to learn how to develop their people as core ways of leading every day.

### At the end of this course you will be able to:

- Develop people and create organizational leaders
- Give people the “why” of their work
- Define coaching and mentoring and develop approaches
- Create structured coaching plans
- Develop themes in generational approaches, particularly for what leaders need to know about the success profiles of employees entering today's workforce
- Know the key question for the way to work through all generational “sticking points”
- How to make a business case to influence organizational leaders
- Develop people every day and without a budget
- Define succession planning both informally and formally
- Create a formal mentoring program

### Topics that will be covered:

- Leadership Roles
- Coaching
- Mentoring
- Generational Approaches
- Succession Planning
- Mentoring Programs

**Prerequisites:** Anyone in a leadership role wishing to enhance their people development skills.

**Advanced Preparation:** There is no advanced preparation for this course.

**Competencies:** Business Acumen, Organizational Agility, Professional Work Environment, Leadership Communication and Staffing

**Delivery Method:** Group-Live | **Course Level:** Intermediate to Advanced | **Duration:** Full-day

**Continuing Education/Recertification Credits:** CPE Credits, HRCI Recertification Credits and SHRM Professional Development Credits may be available for this course.