



Turning Talent into Performance

June Edition

What's Happening?

Spring has sprung! And we've got a new look newsletter to celebrate! It's one of my favourite times of the year. It's the time for new beginnings, buds coming into bloom, and rapid growth (especially if well fed & watered!)

So, have you planted the seeds and are you nurturing them?
Have you identified colleagues for promotion? Are you feeding & watering them effectively?
Is your school growing and developing at a rate you are happy with?

It's essential, particularly for new managers, to ensure that you are giving them the best possible start to their leadership career – so that you can reap the benefits, rather than pay the price! Don't just "drop them in it" or leave their development until it is too late!

Unfortunately, come September, many schools will simply throw their new managers into their roles 'at the deep end' and expect them to 'swim' immediately. Even though they may put them through a leadership development course or programme after they have started, this can sometimes happen months (or in some cases years!) after they begin their role! Even then, these courses can concentrate on theory and processes with very little on the essential practical skills that they really need to become an effective leader!

So, what should a school do whenever they appoint a new manager?

In a nutshell – make them into leaders!

How? Check out the "Quick Tips" for more information.

Ask the Coach...

What's the difference between coaching & mentoring?

There are 3 key differences:

1. Coaching is about asking open questions, whereas mentoring is more telling, suggesting or advising - usually based on personal experience
2. Coaching enables the person to solve a challenge themselves, whereas mentoring tends to solve it for them – this is disempowering, time consuming and ineffective
3. A coach talks less! A coach only talks for about 20% of the time, whereas a mentor will talk for around 50% of the conversation

In a nutshell, mentoring is about "putting in" & coaching is about "drawing out"

Quick Tips

1. Clarify, clarify, clarify!

Make sure the new manager fully understands their role and key responsibilities? Why exactly are they there? How do they fit into the organisation? What are their priorities? Without this clarity, confusion, frustration, anger and mistakes will result.

2. Set Expectations

What specific objectives, progress and results should they achieve? How does this fit with the 'big picture'? How will success be measured? How will they be held accountable? These need to be known if their progress and development is to proceed successfully.

3. Use Contracting

Does the new manager know how to use the skill of 'contracting' effectively in order to build and influence their team? This is a skill that all leaders should have. Without it, forging productive working relationships and developing high performance will be incredibly difficult. Remember, that first team meeting can go a long way to bringing the team together and raising the 'profile' of the new leader.

4. Analyse the Team

It is all very well knowing how to contract with people, but leaders will only be able to contract effectively if they are able to use team analysis techniques in order to plan strategically, build rapport, and tap into each member's strengths to accomplish goals.

5. Provide a 90 Day Support Pack

With the cost of recruitment on the rise and the cost of replacement even higher, smartly managing employees during their early days has become a key strategy in attracting and retaining talent. Statistics show that most people who leave their jobs do so in the first 90 days. Therefore it's vital that you provide solid support during this "make or break" time to secure their commitment and success. A key part of the 90 day support pack is regular coaching. This complements and strengthens your induction programme, and means that your staff can settle into their new roles far more quickly and easily. An external coach is well positioned to offer a safe, secure outlet where they can reflect, talk openly without fear of reprisal, and create workable solutions to the new challenges they are facing. Without this, the danger is that they'll feel unhappy, isolated and overwhelmed, and their performance will plummet.

So, next time you promote a new manager, stop and think about what skills and support they need in the first few days of their new role to start them off well. Don't leave it to some management development programme several months 'down the line'!

Resources, Events & Offers

1. The 'skills' mentioned in this newsletter can be delivered via [1-2-1 Leadership Development Coaching](#) or a [90 Day Warm Up Programme](#) right at the start of the a new leader's career – or as and when it's most needed. Talk to us about these or any other requirements you may have. Call Jeff Kidd on **0844 8845 121** or drop an email to jeff@kudosacademy.com
2. **Want to be part of our complimentary "Feel Good Friday" Leadership Workout pilot?**
It will give you an opportunity to discuss your challenges or sensitive issues, share your worries or concerns, and draw on other people's ideas to identify solutions or ways forward. The idea is get a small group of senior leaders together – once a month – at a "Leadership Workout" teleconference.

Are you a senior leader? Would you be interested in taking part?

Apply now by sending the words "Leadership Workout" to annie@kudosacademy.com

Food for Thought

What would happen if you asked instead of told, suggested or advised?

How can Kudos support and assist you, with your planting, watering and nurturing?
In other words, how can we help you to evolve, bloom and grow?

Let us know! That is the great thing about our "coaching in schools" community
- we can all encourage, motivate, support, evolve and grow together.

I hope you've enjoyed this newsletter. Wishing you every success as you turn your talent into performance.



PS Contact me with your comments, contributions and ideas by emailing annie@kudosacademy.com

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