



SUPPORT YOUR MANAGERS WITH ELECTRIC ONLINE® TO IMPROVE INDIVIDUAL AND TEAM PERFORMANCE

A conversation with Alison Williamson, the creator of ELECTRIC Online®

I've spent over twenty years developing managers and leaders, and one very common frustration for organisations, which holds back performance, is not difficult to solve. It's the habit of managers doing other peoples' jobs as well as their own. This often arises in response to ambitious objectives and a desire for growth, combined with a lack of coaching skills in the workplace. There's always lots to do. So many managers feel the personal responsibility to have all the answers, ideas and solutions and therefore rationalise the need to tell their team what to do. The impact is that team members don't fully have the opportunity to be at their best, to show their talents and skills, to innovate, flourish and contribute. Engagement can be affected. Talented employees can leave because their potential goes untapped.

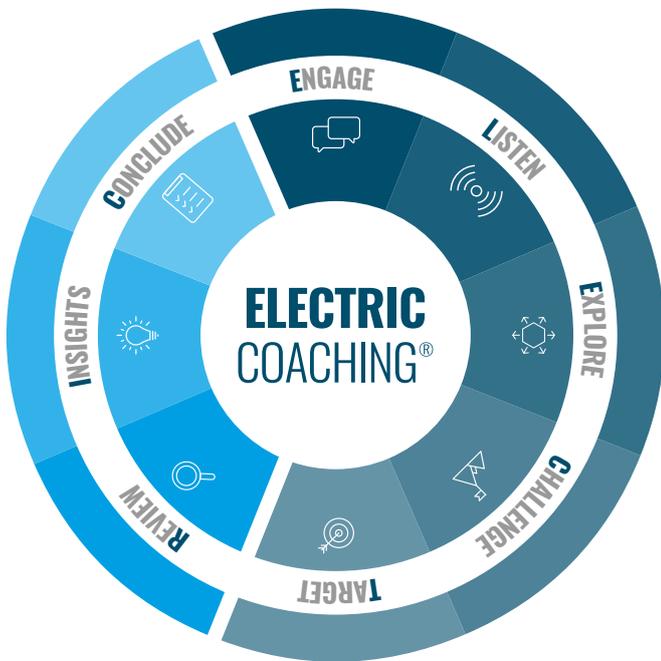
In response to this common challenge, I developed ELECTRIC Online® – our first all online 20-hour coaching qualification. The aim being to enable managers to easily learn the three core skills for high impact coaching conversations in the workplace, together with our own practical ELECTRIC coaching model (Engage, Listen, Explore, Challenge, Target, Review, Insights, Conclude).

ELECTRIC Online® enables managers to quickly adopt simple coaching methods in everyday conversations with their employees, which directly contribute to employees:

- developing better thinking skills,
- using their initiative to a greater extent,
- becoming more engaged,
- realising their full potential to become better performers and contributors.

The other significant benefit is that using a coaching style frees managers up to concentrate on managing and creates the space and time for them to focus on their own role.





ELECTRIC Online® involves 14 hours of self-learning plus 6 hours of practice conversations in the workplace, all of which can happen at any time to suit the learner. It includes short videos to illustrate the learning and the chance to get feedback in confidence from one of our coaches.

ELECTRIC Online® has been awarded a European Quality Award (EQA) by the EMCC at Foundation level.

Since its inception, over 650 managers have successfully completed ELECTRIC Online®. Managers have told us how they use their new coaching style skills successfully, not just with their direct teams, but across their organisations, with clients, and suppliers. And, that the skills they've learnt filter down through their business, improving conversation skills organisation-wide and in one case also positively impacting the behaviour of young people involved with the organisation. Here are a few examples of what some of them have said:



"I learnt the ELECTRIC model and it really was a revelation. The power of the model has proven itself right from my first coaching session. There is a good balance between e-learning, videos & activities."

- ELECTRIC Online® Learner



"The methodology is very clear so one very quickly feels comfortable... .. I now unconsciously use it almost all of the time"

- ELECTRIC Online® Learner



"Learn a simple and effective coaching technique and skills. Time to practice and refine skills in real life situations. Have a positive impact on individuals and teams through effective coaching conversations. Start to develop a coaching leadership style which will empower my team. Gives me a framework for bringing challenge in a way that is also supportive enabling me to be my best at work"

- ELECTRIC Online® Learner



"We're taking our coaching skills and experience and in part looking at the ELECTRIC model by the OCM, to develop a process to replace our supervision process (which is regular meetings between a manager and a member of staff) and create a more coaching-style conversation which is much more focused on achievements, outcomes and exploring potential obstacles, so for us we see this has been a really significant shift in the way we work. What's really positive, is that the organisation has embraced this to roll out as a strategy over the next 12 to 18 months".

- Recent Graduate

Contact us to discuss how ELECTRIC can support you and your team to improve individual and team performance. Call us on +44 1869 338989 email enquiry@theoem.co.uk