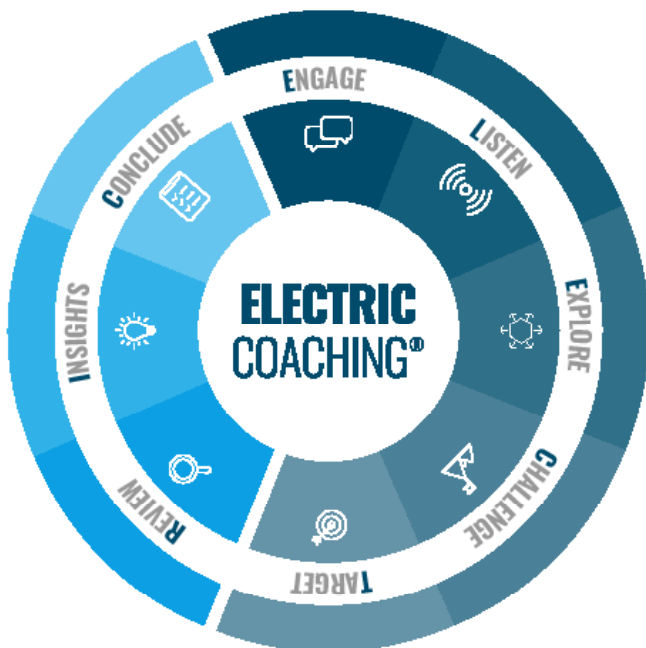


# SUPPORT MANAGERS WITH ELECTRIC ONLINE® TO IMPROVE INDIVIDUAL AND TEAM PERFORMANCE

We'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. The personal responsibility to have all the answers, ideas and solutions can cause managers to 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, we developed ELECTRIC Online® – our all online 20-hour coaching qualification. The aim is to enable managers to develop the enhanced coaching skills of listening, asking insightful questions and giving challenging feedback. This creates high-impact one-to-one coaching conversations that provide insight, learning and growth.



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. Contact us to discuss how ELECTRIC® can support you and your team to improve individual and team performance.**