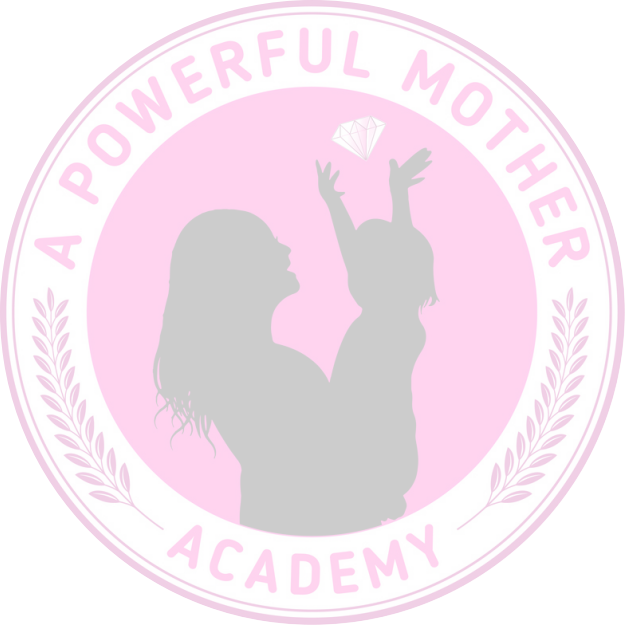


Boss to Coach

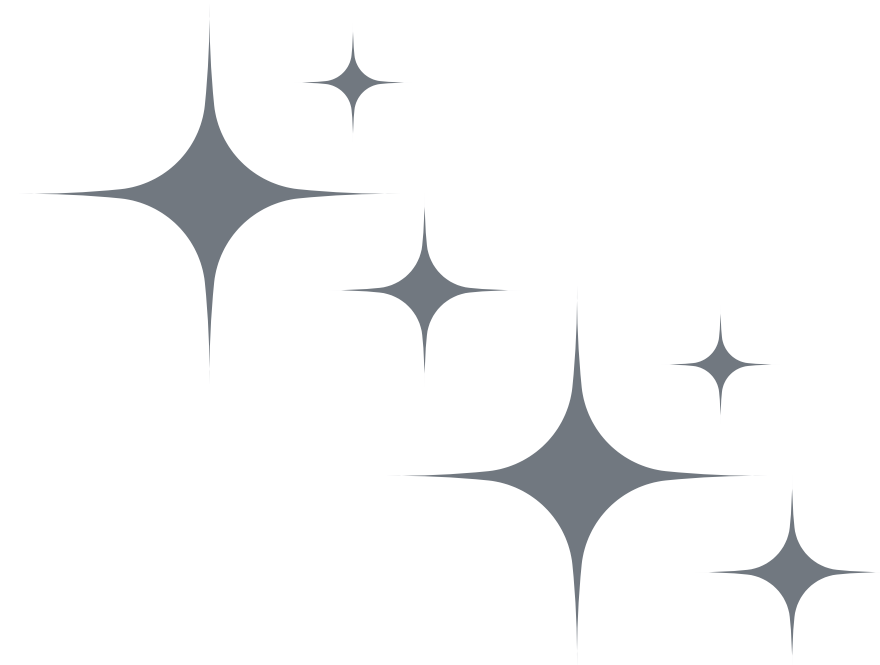


**PRESENTED BY:
DEBORAH ANN JONES**





This Presentation is:



- Loaded with thought provoking content
- For managers of all levels
- Dynamically delivered
- Motivational
- Engaging throughout
- Practical

MY GOAL

- Is to help managers and executives of all levels make the leap from boss to coach.
- Help them go from leading by their position to connecting with their employees.
- Equip them with the knowledge on how to provide developmental coaching as a part of everyday contact.
- Teach them how to move their employees and managers to self and peer coaching, so that everyone on the team becomes a coach and leader.
- Last but not least, touch on the differences in the 4 different generations in the work place to further stress the point that every employee is different which is why flexible management is critical.

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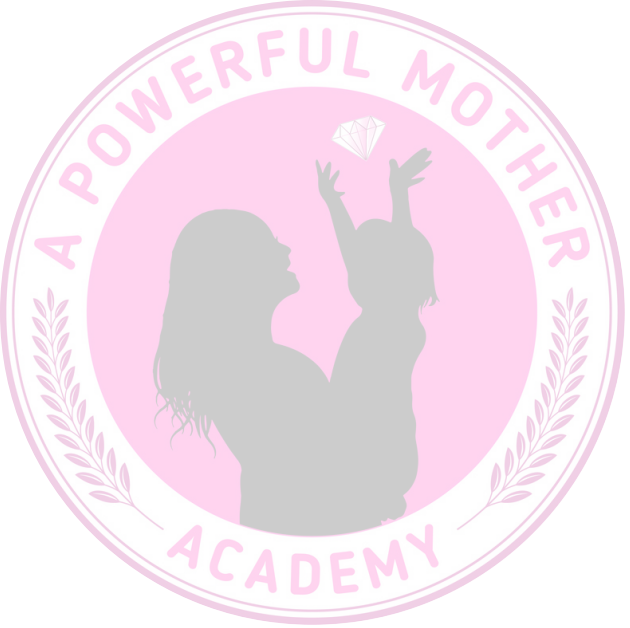


Manangers will also learn:

The same principle that apply to developing others are the same principles that are necessary to develop yourself

**Ironically the toughest person to lead is yourself.
If you don't lead yourself well, there is a high probability you
won't lead others well.**





DEBORAH'S MOTIVATION

To help managers of all levels come to the realization that they have blind spots and that it is critical to not only address their blind spots but to understand the cause of them as well.

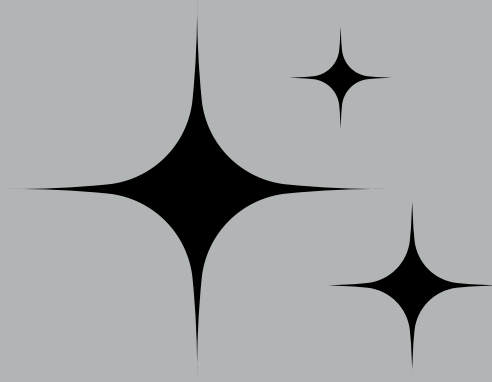
She wants managers to know their ability to lead has everything to do with their team members performance or lack of performance. It is also her goal to encourage them to have a vision that their team members can see themselves in. If team members are not attached to a vision, they come to work for one reason and one reason only and that's a paycheck. Team members that only come to work for a paycheck are the most difficult people to manage. They will do just enough to get by.



What is a Boss?

- Controlling
- Exercises authority
- Arrogant
- Mostly consume themselves with their own personal and professional growth.

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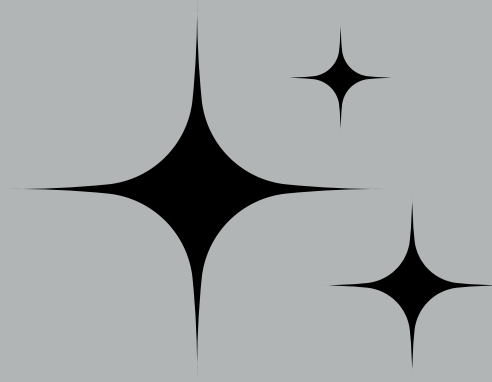


What is a Coach?

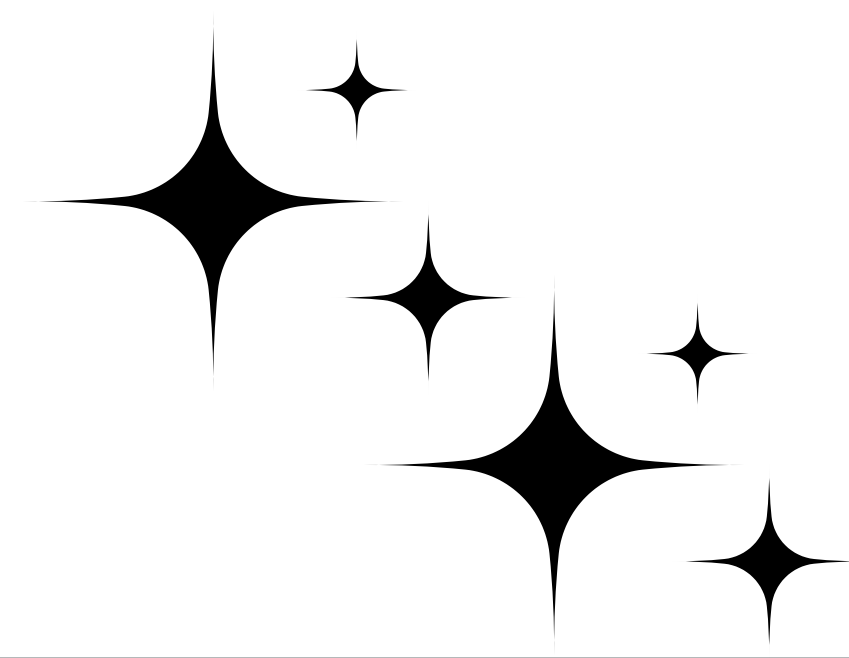
- A coach trains
- Instructs and develops his or her team's capacity in all facets of the industry.
- Allows their employees to see their job, their industry and the company's vision through the lens of binoculars.

***Becoming a coach begins with the manager understanding the coaching process and using it to it to move their employees and managers to self and peer coaching, so that everyone on the team becomes a coach and leader.**

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My 3 Objectives



Objective #1:

To help leaders understand that you can't lead one way and get the best out of team members.

*Leaders must conform their leadership style to meet the needs of every individual to create a dynamic and productive team.

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Objective #2:

Help leaders understand that team members who are not attached to a real vision come to work for one reason and one reason only, and that is simply a "paycheck". Team members that come to work for a paycheck are the most difficult people to lead.

***Every leader must create a vision for their team.**

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Objective #3:

Teach leaders the five most critical attributes they must demonstrate on a daily basis to ensure that the people that work for them, follow them, not because they have to but because they want to.

***To develop great team members, leaders must demonstrate the right attributes daily.**

Deborah A. Jones

Boss to Coach



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