



# Developing Your Direct Reports

## Course objectives

Successful completion of this course will increase your knowledge and ability to:

- ✓ Recognize the difference between performance management and development coaching.
- ✓ Implement a strengths-based approach to development.
- ✓ Provide employees with the tools to assess their strengths and development needs.
- ✓ Conduct a positive development discussion.
- ✓ Identify a variety of paths to development.
- ✓ Create an effective individual development plan.