



SHOW HOST

Tom Floyd, founder and CEO of Insight Educational Consulting (IEC), is a dynamic business man and speaker, who has grown a multi-million dollar business guiding Fortune 500 companies in the implementation of change management, workforce performance, and learning solutions. The ultimate combination of a strategic visionary and project leader, Tom is cross trained in business strategy, focusing specifically on organizational change, human performance, and employee development.

GUEST BIOS

Dr. Michael J. O'Connor is an internationally recognized thought leader who has contributed several different types of breakthroughs for producing higher personal, group/team, and organizational performance. Michael has authored several books, including *Managing By Values* and *The Platinum Rule*.

Patrick Reilly is an executive coach and consultant with more than twenty years experience helping people solve difficult business problems. He is a principal with Resources In Action Inc, a firm that specializes in talent management, change management and executive coaching.

Michele Wolpe is an executive coach certified from the Hudson Institute. Michele has worked successfully with business leaders and executives to enhance their skills and capabilities in the areas of professional and personal growth and development, including leadership, communication, influencing and conflict management.

Celia Young is the President of Celia Young & Associates, Inc, and is a faculty member of the Gestalt Institute of the Cleveland, Organization System Development Center. Celia has provided coaching and consulting services to Fortune 500 companies for over 20 years.

Coaching New Managers for Success

MONDAY MAY 21ST, 2007

11AM PST (2 PM EST)

Many companies still take the sink-or-swim approach to training new managers. After a day or two of HR-mandated training, you're on your own. But today, no company can afford not to properly prepare its mid-level managers for their new roles.

Professional coaching is one of the most effective tools in helping new managers make the transformation from individual contributor to management. This program discusses how coaching can fit into management development, emphasizing how it can increase the overall effectiveness of a management team.

HIGHLIGHTS

Research shows that individuals new to management can have a variety of myths about how to be successful in a management role.

From not being able to see linkages and interdependencies across the organization to learning how to get commitment instead of compliance from employees, our experts discuss how these perceptions can affect how new managers perform in their first 3 to 6 months.

Guests explain how coaches can guide new managers in their process of self realization, as they adjust to their new roles. Highlights of the show include:

- What new managers typically experience as they ease into their roles.
- The importance of meeting the right people and building relationships.
- The complaints new managers have in the first 90 days – as well as those voiced by their employees.
- How coaches can help managers see the big picture.
- The feeling of humility that comes with managing a team of people.
- The unintentional disasters that can occur as a result of micromanagement.

For more information on Insight on Coaching, feel free to contact Tom directly at tfloyd@ieconsulting.biz

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"SOME NEW MANAGERS TRY TO BE EVERYBODY'S FRIEND... BUT MOST EMPLOYEES AREN'T LOOKING FOR FRIENDS, THEY'RE LOOKING FOR SOMEBODY THEY CAN RESPECT, WHO THEY FEEL DESERVES THE JOB."
DR. MICHAEL J. O'CONNOR

"UNTIL THEY'RE COMFORTABLE WITH YOU AND SEE THAT YOU'RE CAPABLE, THEY ARE NOT JUST GOING TO LET YOU RUN THE SHOW. WALLS WILL BE UP."
PATRICK REILLY

"MANY EMPLOYEES CAN FEEL LEFT OUT IF A NEW MANAGER DOESN'T INCLUDE THEM AND ENGAGE THEM IN THE PROBLEM-SOLVING PROCESS."
MICHELE WOLPE

"SOME MANAGERS ARE SO EAGER TO HAVE THE TEAM GO IN THE DIRECTION THEY FEEL THEY'RE BEING HELD ACCOUNTABLE FOR, THAT THEY END UP OVER-TEACHING AND OVER-PRESCRIBING."
CELIA YOUNG