

Talent Programs

Mindy Schwartz Coaching has been engaged by top organizations to lead customized programs for their talent populations, leaders, managers and HR teams. These programs have led to a deep impact on engagement, retention and career development.

Each program is highly interactive and engaging, and incorporates individual and collaborative exercises. This approach allows participants to learn and practice new techniques, and leads to a greater ability to apply these skills in daily interactions.

Three of our most requested programs are Career Development Coaching, Emerging Leaders Program, and Engaging Women's Program.

Contact Mindy to discuss your talent needs and how we can design an initiative that meets your needs and helps you to succeed.

Career Development Coaching

Professionals and Managers learn how to coach employees to take ownership of individual career development and strategies.

Typically, HR Professionals and People Managers bring solutions. Coaching, however, provides a more dynamic approach.

The coaching enables the client to discover solutions unique to his or her own career plan. This workshop helps clients build and refine their coaching abilities to better engage employees, managers and leaders in determining tangible, performance-based actions for individuals and teams.

- ▶ Build awareness of what coaching is and discuss the benefits for your firm's employees.
- ▶ Understand key coaching strategies and develop/refine your coaching skills to engage employees in dynamic career conversations.
- ▶ Learn a coaching framework and how to use the GROW model to keep coaching conversations on track and focused on action planning.
- ▶ Apply action planning to translate coaching conversations into short-term goals and actionable takeaways. This will include a toolkit to ensure each professional can implement the coaching skills and techniques.

The program includes a toolkit to ease the firm-wide implementation of the internal coaching process.

Emerging Leaders Program

The Emerging Leaders Program brings together high potential employees in a development program designed to engage, enhance and develop leadership skills that increase engagement, offer a development experience to enable advancement in their careers and utilize their quantitative abilities to transform the business.

- ▶ Use quantitative data to develop an action plan that increases engagement, retention and development of high-potential employees and future leaders
- ▶ Develop strong interpersonal relationships across businesses
- ▶ Enhance ability to utilize individual and team strengths to advance strategic initiatives
- ▶ Support and collaborate on areas of professional development

The Emerging Leaders Program has four key workshops to transform everyday behaviors and skills into the ability to lead and manage others.

- Values, Leadership Skills and Professional Success
- Managing & Leading for Performance
- Leadership Presence
- Communication Styles and Strategies

In addition, each participant will receive an assessment and 1:1 coaching to further their success and implementation of goals defined during the program.

Engaging Women Program

Ensuring that junior-level women have opportunities for professional development and career growth, this program grows female leadership by providing the tools and knowledge to take the initiative in owning their careers and transforming their businesses.

- ▶ Drive the engagement, retention and development of women as employees, future leaders and key resources
- ▶ Utilize personal brand and leadership presence to make an impact within an organization
- ▶ Refine professional goals and explore the 3-5 year career vision
- ▶ Enhance communication skills to share information, emphasize personal contribution and request feedback and development
- ▶ Network and build strong interpersonal relationships with other participants

The Engaging Women Program has three key workshops to support the refinement and understanding of personal brand, career goals, professional ambitions and the ability to communicate a leadership presence and contributions.

- Personal Brand
- Engaging in Your Career
- Presence and Communication

Each participant will receive a 2-hour coaching session pre- and post-workshops to draft a development and action plan detailing their strengths, development areas and key objectives.

