

Top Talent Tips™ April 2009
Tips and Tools for Talent Development Professionals Focused on
Turning Good People Into Top Talent

Developing Coach-Based Managers in Challenging Times

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Reading Time: Approximately 90 Seconds

More than 40 years ago, the late Peter Drucker predicted the age of the Knowledge Worker—a type of worker he said we would not know how to manage. A major factor contributing to the current economic condition is the result of two generations of mismanaged workers.

Managers today must optimize their effectiveness and develop highly innovative teams to achieve a sustainable recovery. The most effective managers have learned a coach-based approach to leading their knowledge worker teams. Where do you begin?

Here are the essential elements of the **Effectiveness TEAM™ Approach**:

T = Talented Workers matched to the job. Who are...

E = Engaged and Empowered and...

A = Aligned with strategic priorities with clear work expectations and...

M = Mastering the essentials of the job.

T-E-A-M = total team effectiveness with measurable results.

"The team with the right players in the right place at the right time wins."

Bob Moore, CMC, MCC, The Effectiveness Coach®

Cost-Effective Coaching Solution for fully developing Knowledge Workers

Check out **Top Talent Coaching**, a Web-based process providing up to 80% of what master coaches provided. Learn more at www.toptalentcoaching.com

Contact me to schedule a complimentary, collaborative phone discussion about your challenges.

Enthusiastically,

Bob

Bob Moore, CMC®, MCC, President,
Effectiveness, Inc
Optimizing Management and Team Effectiveness since 1975

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