

## **TRAINING OBJECTIVES:**

1. Integrate Behavioral Styles best practices to enhance team dynamic.
2. Adopt GROW Coaching Model to drive solution-focused coaching conversations with direct reports.
3. Enhance current team and 1-1 meeting agendas for action oriented, strategic conversations and laser focused results.
4. Implement field meeting prep and feedback best practices for effective observing and behavior modeling opportunities with direct reports.

## **KEY TASKS COMPLETED:**

1. Discovery of direct report Behavioral Styles; discussion of challenges and possible solutions.
2. GROW Coaching Model role play integrating a specific challenge with a direct report; discussed how to use GROW for both proactive and reactive coaching conversations.
3. Brainstorm possible adjustments needed to current internal meeting agendas; Learn and Unlearn discovery of current team dynamic state.
4. Discuss the importance of efficient prep with direct reports prior to attending an external meeting together, and how to facilitate action oriented feedback to improve performance.

**New AHA supervisory and consultative employees in the following departments are required to complete the Supervisor Solutions ½ day workshop in conjunction with the Building Powerful Partnerships 2 day workshop at national center within 45 days of hire. Additionally, existing AHA employees that are promoted to supervisory or consultative roles must complete Supervisor Solutions ½ day workshop within 45 days of promotion:**

- Corporate Market: Heart Walk, Heart Ball, Go Red, Cycle Nation
- Corporate Relations
- ECC
- Health Strategies: Community Health, MCI, QSI, Communications, CPR Anytime
- Mission Advancement
- Youth Market

To register for an upcoming session, please contact Amanda Haggerty at [Amanda.Haggerty@heart.org](mailto:Amanda.Haggerty@heart.org).