

Build Strong Team Leaders with Manager Enablement

The Reality

Most staffing companies invest in training their recruiters and salespeople, but not their managers. The reality is that front-line managers are the most significant leverage points in a staffing organization.



Change Vision for Front Line Staffing Managers

At Menemsha Group, we're passionate about supporting our clients in creating a vision for their organization that reflects the desired effects of strategic change. We specialize in identifying key opportunities and executing changes to help transform teams — setting them up for long-term success.

70%

of learning occurs through on-the-job coaching.

- Bersin & Associates

What's Your Opportunity?

- Improving production, including sales and recruiting effectiveness through consistent coaching
- Accelerating and sustaining growth through a repeatable coaching framework and tools
- Leveraging past investments in employee infrastructure and training
- Converting new markets and growth strategies into results
- Replicating top performance and desired behaviors across the organization

Here's a sample "change vision" for staffing managers that maps out how staffing managers are operating today vs. the ideal leadership culture and focus. What's your change vision?

Current State of Organization	Desired State of Organization
Reactive management, inconsistent or non-existent cadence	Proactive coaching and leadership, consistent coaching cadence
Over Reliance on gut instinct (forecasting)	Rely on observable, verifiable data to drive fact-based coaching and decisions
Inconsistent coaching practices across the team	Repeatable coaching framework of best practices, tools, and job aids
Managers act as "Chief Problem Officer," culture of "answer dependency"	Lead with questions, employee empowerment drives self-accountability
Tactical, short-term view	Strategic, long-term view (leading indicators, coaching and development plans)
Coaching ability is limited to pushing for more activity	Coaching improves effectiveness by focusing on skill and competency development



Developmental Coaching Transforms the Traditional Role of Sales & Recruitment Manager

Our developmental coaching framework focuses on transforming the traditional role of a staffing manager from being a boss and “chief problem solver” to being that of a coach. This program is designed to enable managers to develop the skills and strategies to gain real, genuine buy-in and adopt a practical and powerful coaching strategy in which they lead by asking questions vs. telling. The result is a sales team that is self-empowered and takes ownership and responsibility for their own actions.

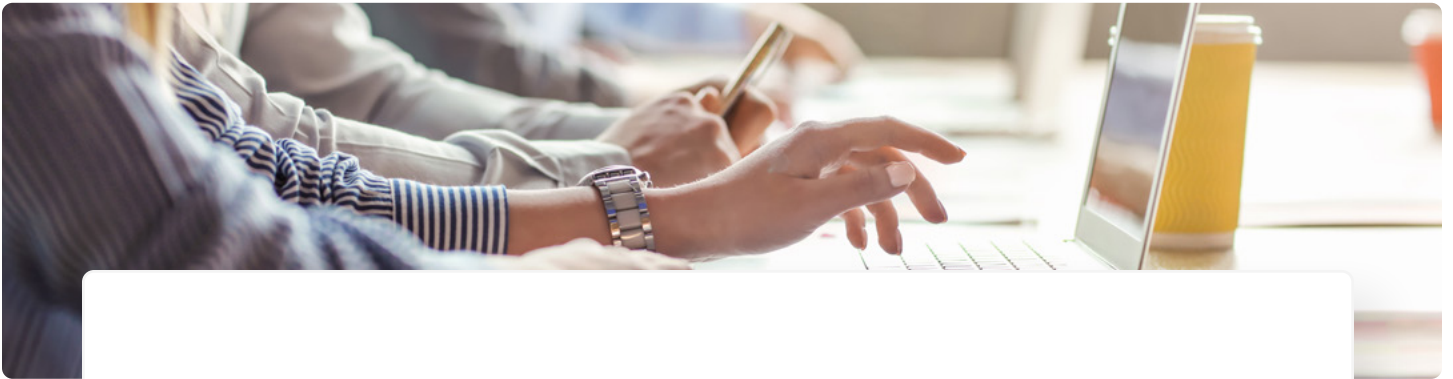
Developmental Coaching Objectives

By developing short-term and long-term action steps to achieve success, managers will develop a practical and powerful coaching strategy in which they coach and lead by asking questions vs. simply telling their people what to do. The result is a team that is self-empowered and takes ownership and responsibility for their own actions thus lightening the burden of the manager and allowing him or her to focus on developing talent.

Some of the primary objectives of our developmental coaching program include:

- Learn a developmental coaching framework to effectively open a coaching dialogue, probe for perceptions and needs, uncover and overcome obstacles, and co-create solutions
- Create a culture that welcomes and thrives on feedback and encourages questioning
- Reposition the value of your managers from administrative and process taskmasters, including “chief problem solvers,” to valued resources who develop talent and foster powerful, incremental behavioral change





Who Is Developmental Coaching Right For?

Program content is suited for anyone in a mentorship or managerial role, including Team Leads, Branch Managers, Sales and Recruiting Managers, Directors, and VPs.

See How Our Developmental Coaching Can Help Your Business Grow

At Menemsha Group, we work with businesses of all sizes to help them develop and reach their goals. We'll work with you to identify areas of opportunity and create a plan to help you reach your full potential. See how our developmental coaching services can help your business grow.

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