

*Business Purpose:  
To improve Line Managers' performance in how to get the best out of themselves and their people.*

## Development Map



*How well do I know the areas (skills, topics, subjects, specialisms) I'm developing my people in?  
How well do I need to know each area?*

*How well would each person who reports to me say I know her/him?  
How well would they say I let them know me?*

*What type of questions do I ask?  
How do I communicate dignity and appreciation through my questions?*

*How do I show empathy?*

*How do I respect each individual's uniqueness, with sincerity, and surface their unique potential?*

*How do I create a climate of trust between us?  
How do I make it safe to be vulnerable?  
How do I accept fear and insecurities while encouraging 'can do'?*

*How do I connect and facilitate meaningful learning opportunities for the coachee?*

*How do I maintain and show my ongoing interest in each person's development?*

*How in touch am I with the long term goals and aspirations of my people?*

*How free are my people to take responsible risks?  
To express their creativity? To experiment?*

*How much would my people say I believe in them?*

