

kenttrainers

The Jumping Boy's Top Tips for May

A selection of courses coming up at Chilston Park, Lenham.

- [3-day Management Programme](#) - 11th, 18th & 24th May. **ILM Recognised.**
- [Managing Poor Performance and Difficult Behaviour](#) - 23rd May
- [Senior Leadership \(2 days\)](#) - 7th & 8th June. **ILM Recognised.**
- [Coaching and Mentoring](#) - 9th June
- [Team Leadership \(2 days\)](#) - 12th & 13th June. **ILM Recognised.**
- [Internal Auditing for Quality Management](#) - 13th June

Personal Development - respect is at the heart of helping people to learn

Performance Management is a 'buzz phrase'. Put simply, it means "get the best from the people you lead." Do you have responsibility for getting the best from people?

Whilst we are always keen for you to send them on training events, there are other approaches you can include in your development strategy. Here's a selection.

On-the-job-training

One-to-one instruction and guidance in the workplace. This will typically follow a planned programme, but needs to be flexible enough to respond to the needs of the learner - most notably their pace and style of learning.

Mentoring

As old as ... well, as old as the ancient Greek, Mentor, whom Odysseus asked to teach his son “all you know”. A mentor’s role is to pass on their experience, knowledge and wisdom. Typically, in the modern workplace, this is at periodic one-to-one meetings.

Coaching

A coach makes a fundamental assumption about the learner: they can figure things out for themselves - by reasoning, trial and error, or seeking out knowledge. A coach’s role is therefore to ask questions which direct their learner’s attention in the right direction, then help them build a plan to utilise their insights.

Self Managed Learning

When the learner takes total responsibility for developing themselves, and draws in the resources they need, the experience is empowering. The resources can be anything - training, reading, a mentor or coach, experiment or reflection. This takes real motivation.

All of these routes have one thing in common; a total respect for the learner and your right to learn in your own way, at your own pace.

Learn more about how to manage yourself, your team and your business effectively, including developing your team, on our [3 day Management Programme](#) on 11th, 18th & 24th May. This course is recognised by the ILM.

Coaching and Mentoring? If you want to learn the skills of Coaching and Mentoring others to get the best out of them then our [Coaching and Mentoring course](#) on 9th June is for you.

Responsible for Leading a Team? Find out more about leadership skills (including developing your staff) on our [2 day Team Leadership course](#) on 12th & 13th June. If you are more senior in your organisation and want to increase your leadership skills then our

[2 day Senior Leadership course](#) on 7th & 8th June is for you. Both these courses are recognised by the **ILM**.

Remember **REGISTERED CHARITIES** receive a 15% discount off the advertised price of the course.

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