



Subordinate Development

Introduction/ Overview of program:

The vital importance of Subordinate development

If you spend the same amount of time and energy developing your people as you do on budgeting, strategic planning and financial monitoring, the payoff will come in sustainable competitive advantage. Larry Bossidy and Ram Charan, 2002

The above context makes it very clear why leaders must work towards subordinate development. Organizational plans and goal achievement completely depends upon the kind of competence the subordinate possess. Leader's own growth in organisation depends on the competency of their team. Therefore it is imperative that all leader pay attention and do every thing possible for employee development.

Leaders must learn how to develop their subordinates and how to motivate them for continuous learning and development. Programme is oriented towards the subordinate development

The objectives of the Programme:

The subordinate development programme aims at imparting tools and techniques to managers and leaders to help them develop their subordinates. The programme has been designed with following aims;

- Create a culture of subordinate development across the organisation
- Create an environment of higher performance achievement by sustainable development
- Create culture of learning and development across organisation

Who should attend:

Programme is highly relevant for corporate leaders and managers at all levels having teams and intending to make their team members highly productive, empowered and matured

Duration: Two days

Course Content:

- ◆ Understanding employee development
- ◆ How good are you at subordinate development
- ◆ Tool kit of subordinate development
- ◆ Pygmalion effect—power of expectation
- ◆ Motivating for development
- ◆ Constructive Feedback
- ◆ Delegation an effective developmental tool
- ◆ Training as developmental tool
- ◆ Coaching and counseling
- ◆ Mentoring
- ◆ On the job learning

Benefits to Participants:

The two days workshop helps the participants to learn the art of subordinate development. By the end of the programme, the participants shall be able to realize the following benefits;

- Learn the importance of subordinate development
- Learn about various tools and techniques for subordinate development
- Appreciate own strengths for subordinate development
- Learn how to give constructive feedback
- Learn how to coach and counsel their subordinates
- Learn the intricacies of mentoring and other developmental tools.

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