

Coaching for Growth

Erica Stocks
- Goodyear Dunlop Tires -

Tonight's agenda:

18:30 - Registration

19:00 - Welcome

19:10 - **Coaching for Growth by Erica Stocks**

20:00 - **Questions & Answers**

20:20 - **Conclusions & Networking cocktail**

21:30 - End of event

Meet your peers, make new contacts, network and enhance knowledge.

Share solutions and ideas.

Enjoy activities and events.

Earn PDU's to maintain your certification in good standing.

And if you can, give back to the community through volunteering!

Volunteering is the lifeblood of the Luxembourg chapter and PMI as a whole.

Through volunteering you can help to:

- Maintain and grow our chapter,
- Increase it's local footprint,
- Make it more relevant,
- Increase visibility and importance of the project management profession
- Develop your leadership, interpersonal and presentation skills

A special Thank You for tonight's volunteers:

- Veit Jung – Registration
- Tiziana Zedda – Pictures
- Eva Kirchner – Press Release



Our Speaker tonight: Erica Stocks

Director Talent and Learning Development EMEA, Goodyear Dunlop Tires

- UK National with a 32-year career in Learning & Development and since 2013; Talent Centre of Expertise (CoE)
 - 15-year background in L&D in Retail in large multinational UK organisations
 - 10 years (May 2018) with Goodyear: firstly as the UK training Manager, then the Talent Manager moved to the Regional L&D programme Role in EMEA in 2015, then from May 2017 Director of Talent.
- There are four elements to the Talent cycle: Recruitment, Development, Performance Management and Succession planning.
The Talent CoE in Goodyear EMEA is responsible for the operationalisation of the Global programs and processes. We support the business with developing its talent with in house programmes, facilitation, career development coaching and the talent and organisation reviews.
- Erica has extensive experience as a facilitator as well as being a certified coach for the Inside Out Coaching organisation who are the Goodyear Partner.

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Alan Fine

Founder, InsideOut Development



“Would your people hire you to be their coach because of the difference you make in their lives?”

What is Coaching?

The practice of helping others make decisions, commit to actions, and produce results.



Group Questions

- 1.. My best coach helped me to...
- 2.If I were to improve my coaching, I would...
3. If I coached more/more effectively, my people would...
- 4.Coaching is critical to achieve our key business results of...

Two Coaching Approaches

Outside-In Coaching



InsideOut Coaching

Outside-In or InsideOut

Performance = Capacity + Knowledge

$$P=C+K$$



The “tell” or “advice-giving” approach.

Give advice or transfer more knowledge to the individual.



What can I put in?

The Coach:

- Is an expert
- Can effectively communicate the knowledge to the individual

The Individual:

- Is interested in what the coach has to say
- Has enough awareness to act on the advice

How often do all four conditions show up?





The “ask” approach.

Remove barriers so the individual can learn faster and act on existing knowledge.

What can I bring out?



GROW Model

A belief that **everyone has capacity to learn and perform at a higher level.**



- Tuesday, October 24
the very first **Campfire**,
a quarterly mentoring session
at Infeurope
- Thursday, November 9
'Programme Management'
presentations by Deloitte speakers and a guest speaker
at Deloitte premises

It's time to close the evening with the traditional networking cocktail!