

Welcome to Connect, your regular burst of knowledge, insight, updates and top tips spanning JSB's full range of expertise.

Line managers don't always have it easy. Often having their own workload to plough through, they frequently miss opportunities to help develop their direct reports... from giving feedback to delegating a task; from regular coaching to actively motivating and building engagement.

When more than 1500 employees were asked (CIPD Employee Outlook Survey, Spring 2016) how often their manager discusses training and development needs with them, a rather shocking 38% replied 'rarely' or 'never'. And a huge 49% of employees said they were 'rarely' or 'never' coached on-the-job.

In this issue of Connect we take a look at some of the aspects of management and leadership development that we believe are critical to improving the employee/manager relationship.



What are your people really looking for from their jobs?

Achieving 'Top Company to work for' status has become an aspirational goal for many organisations - this is a good example of the shift in management philosophy from command and control to engage and empower.

Read this paper to learn about navigating the nuances and complexities of human motivation and engagement.

How is your leadership development shaping up?

- Bespoke management development programmes
- Leadership 'academies' for your top talent
- Bite-sized skills development workshops for your managers

Get in touch today
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Now is NOT the time to lead from behind a closed door...

Find out about some common misconceptions that mask the true opportunity for leadership development. See which key questions your leaders should be asking about their development. Explore the types of conversations leaders should be having with their people.



Scroll through our presentation »

Coaching misunderstood and under used

Coaching is often misunderstood, seen as a soft option for dealing with poor performance. At JSB we believe the purpose of coaching is not to turn an individual inside out or to always expect a dramatic change. A medium to marginal shift can have considerable individual and organisational impact.

"A huge 49% of workers surveyed are rarely or never coached by their line managers."*

Download the whitepaper »



Making the right choices when it comes to leadership development

Choosing and developing leaders who can enable, facilitate, inspire and sustain high levels of performance is a strategic challenge. We recommend using an organising framework to understand your priorities and then establish the best tools, techniques and learning options to deliver.

See the 5 dimensions of leadership »

4 ways senior leaders can engage with leadership development

1. **Partner** with the learning provider when designing the programme
2. **Personalise** the communication that kicks off the initiative
3. Put people development on the **agenda** at Board level
4. Sponsor, open or **contribute** to sessions

We have countless examples of how this approach has worked for our clients. **Ask us** for more information today!

JSB specialises in improving performance through people. We work with our clients to deliver training, coaching and consultancy services that are focused on producing tangible performance improvements.

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