

# A Coaching Session:



Angela Joens  
University of California, Davis

Lisa Honan  
Syracuse University

# Our Story

- Management Training
- Lots of Research
- And .....



# What Does it Take?



# A Manager

- Goal – to oversee the work of others
  - On-boarding and orienting new employees
  - Conducting meetings
  - Delegating tasks and assignments
  - Giving feedback
  - Monitoring progress and performance
  - Making decisions
  - Dealing with conflicts

# A Coach

- Goal - to sustain and enhance relationships
  - Two-Way Communication Process
  - Invite and use suggestions of employees
  - Offer encouragement
  - Influence and develop an employees skills
  - Motivate
  - Support
  - Follow Up

**Are You A Manager or Coach?**

# Group Discussion

- What Issues Are You Dealing With Now?







# Questions?

**Angela Joens**

**Assistant Vice Chancellor of Development Outreach**

**University of California, Davis**

**amjoens@ucdavis.edu**

**(530) 752-9328**

**Lisa Honan**

**Executive Director of Development**

**Syracuse University**

**lchonan@syr.edu**

**(315) 443-5423**