

Best Practices for Coaching High Potentials

Five specific challenges HP's often face
and how we can help them.



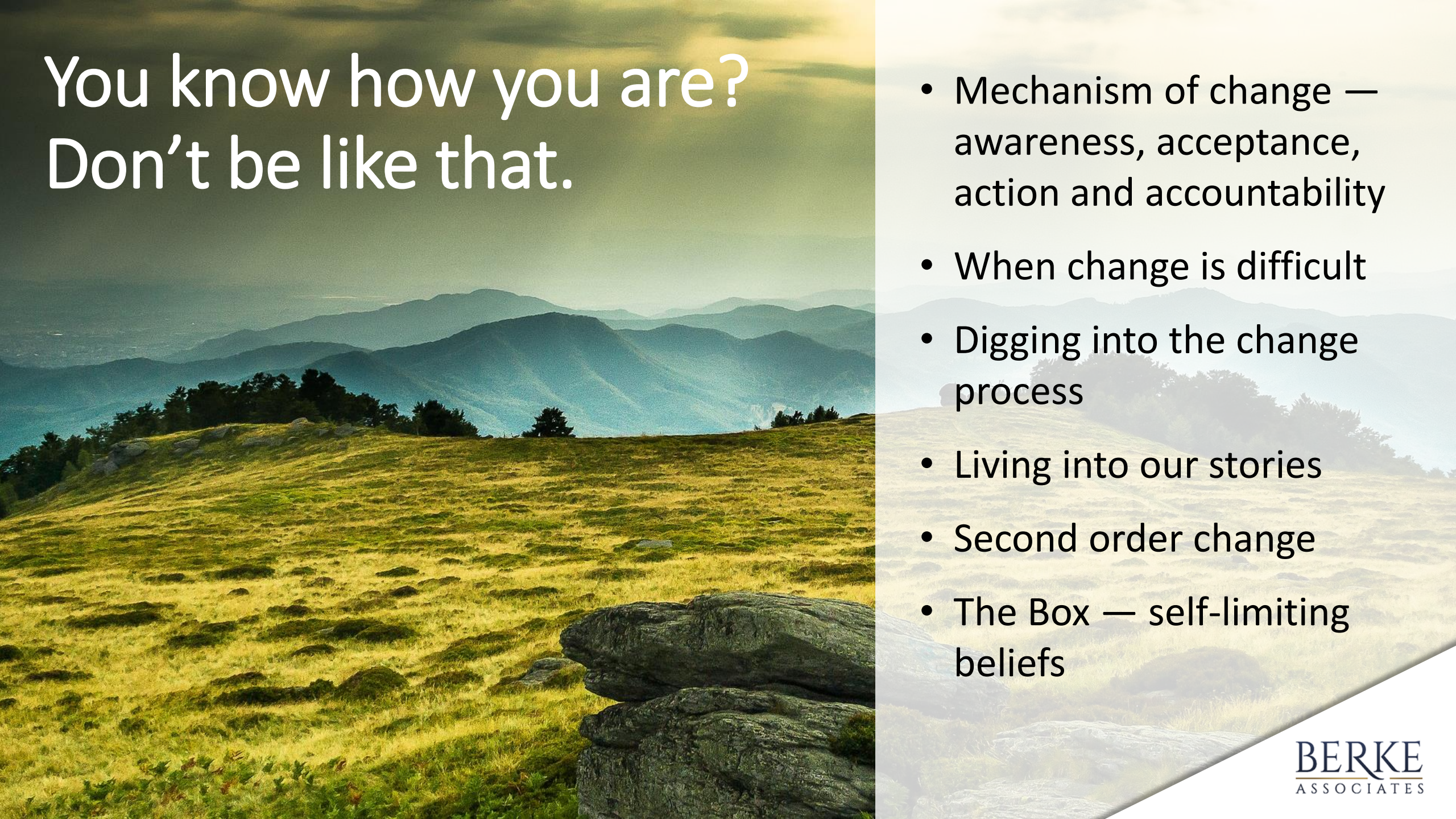
Association for
Talent Development



BERKE
ASSOCIATES

My Background

- Licensed Marriage and Family Therapist - recovering
- Coaching for over 25 years
- Currently focused on Individual and team/group leadership development
- Master Certified Coach through ICF. Marshall Goldsmith Certified Stakeholder Centered Coach
- Received an MA in Organizational Development and a PhD in Human Systems from Fielding
- Work mostly with large companies including; Dell/EMC, Merck Millipore, GE, Johnson & Johnson, Marriott/Starwood Hotels, PepsiCo, National Institutes of Health



You know how you are? Don't be like that.

- Mechanism of change — awareness, acceptance, action and accountability
- When change is difficult
- Digging into the change process
- Living into our stories
- Second order change
- The Box — self-limiting beliefs

The Vapor Trail

- Managing our reputation.
- Brand versus reputation.
- Brand is who we say we are.
- Reputation is who others say we are.
- Becoming more intentional about creating our brand.
- What do we want to be known for?





The Dumbass Bin

- The Clark story.
- Emotional regulation.
- Under stress and pressure we decompensate.
- Unrelentingly high standards.
- Practicing acceptance and empathy.
- Successful people are often hard on themselves and others.
- Monitoring our triggers.



If your career was a houseplant, it might be dead by now

- Many HP's/successful people great at their jobs - lousy at managing their careers.
- Self-promotion for the embarrassed.
- Building and maintaining our networks.
- If we don't step up, it may hurt others.
- The power of intentionality.



Spinning plates on poles

- Work/life and time management.
- Saying NO.
- Let me get back to you on that.
- If I say yes to this will I resent it later?
- Getting drawn in - saying NO 2.0.
- We have to manage our time and our energy.
- What would you do with an extra 3 hours a week?

Wrap up



- Questions
- Comments
- Feedback

HIGH-POTENTIALS'

BOOT CAMP



THE ULTIMATE PLAYBOOK
for
WINNING AT WORK

Chuck Berke, PhD

FOREWORD BY MARSHALL GOLDSMITH

The Ultimate Playbook for Winning at Work

Chuck Berke, PhD
Dell/EMC Human Resources Team
November 29, 2018