# Targeted Leadership – Using the Skill/Will Matrix

Content Overview

As a manager, your success is measured not simply by your individual contribution, but by how well you get the work done with and through others. This program provides the skills every manager must have in order to achieve team synergy and success.

By focusing on team building and leadership roles throughout the Skill/Will Matrix, this course provides leaders with a diagnostic tool and skills for building personal confidence in their leadership role in the workplace. Resulting in the enhanced productivity of their teams.

Topics covered

- The Leadership Map – By understanding what attributes (Leadership Mindset, Style, and Skills) make up your Leadership Behaviors, a leader can start to understand where they need to focus their development efforts.
- Diagnosing Team Performance and Building Teams
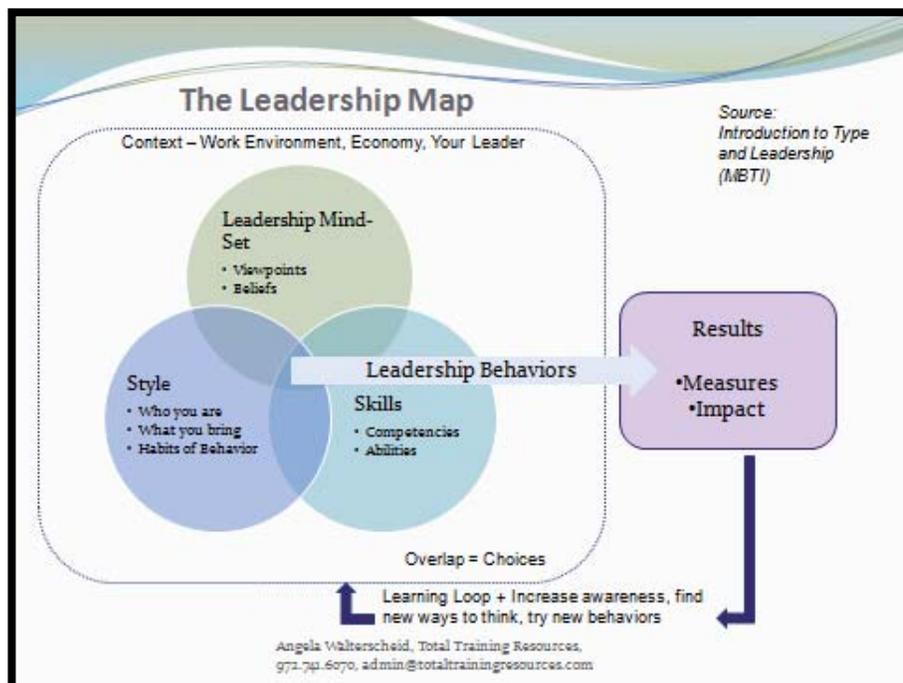
- Diagnosing Individual Performance using the Skill/Will Matrix (See below)
- GROW Coaching Model – An easy to use and easy to understand model for coaching (Goals, Reality, Opportunities, What's Next)
- Four Roles of Coaches
    - Coach as Guide
    - Coach as Teacher
   - Coach as Motivator
    - Coach as Mentor

The Skill / Will Matrix

The matrix can be used to assess your employee's skill and willingness to do a specific task. Based on that assessment, you can choose how to best manage the employee towards success.

An employee is rarely in one quadrant all the time. An employee will fall into one quadrant or another depending on the task and their:

Skill: Experience with the task, training, knowledge, and natural talents.

Will: Desire or achieve, incentives to do task, security surrounding job, confidence in abilities, and feelings about task ("attitude")
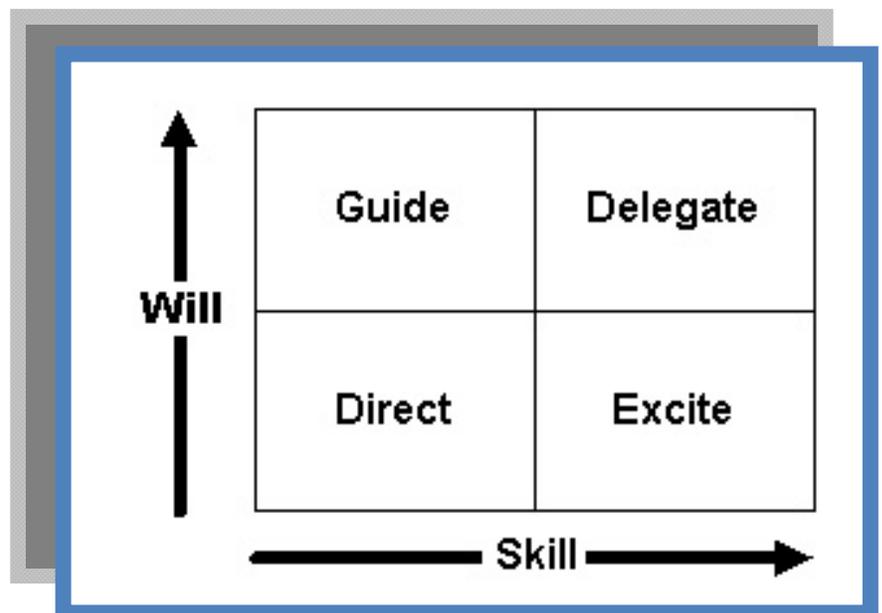
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Angela Walterscheid is dedicated to helping companies develop their human resources. With over 18 years of corporate and consulting experience, Angela's focus is on design, development, and facilitation of custom learning experiences in management, leadership, customer service, time management, team development and many areas of professional development that result in improved business unit and individual performance.