

THE NEXT FORUM

The ECP Forum is on summer break. There is a Planning Meeting on Wednesday, July 9th, 2008, at 6:00 p.m. for all those interested in providing input on next year's forums. The Building Chapter will buy supper but it will be a working supper.

Location: El Bees Mexican Restaurant, 10402 South 144th Street, Omaha.

Email Jean Petsch at jdpetsch@alltel.net by July 7th to RSVP.

ECP Forum Sponsors:



When You Become the Coach

Research on effective leaders in the workplace shows a consistent finding: those people that are good at coaching and growing employees become effective leaders in an organization.

The reason is obvious. When a manager helps employees perform at a higher level, the production of the entire team increases and that gets the team manager noticed.

Why don't some managers make employee growth a priority? Let's look at some of the excuses:

"I Don't Have Time"

This is the most often cited reason for not taking time to coach employees.

And the truth is: it does take time; time you rarely have. Like all really important things, though, you just make time to do it. Coaching gets put off because it doesn't feel urgent. Make the time to do it anyway; the pay off is worth the investment.

"It's Not My Job"

Really? When you move from "performer" to "leader" you inherit the responsibilities of getting the most out of a team, not just the most from yourself. If you're in a management role then your job is primarily about helping your employees do the best job they can. You can't do their work for them. When you prove that you can help a small group be successful you



put yourself in a position to take on bigger leadership roles.

"I'm Not Good at It"

Most of us aren't naturally good coaches. We can do our jobs very well but have a hard time helping others do their jobs better. It can be frustrating to explain things multiple times or to see someone fall short of success after extensive help, but coaching—like all managerial skills—can be honed and improved. Learn strategies from great coaches in your organization.

What Kind of Coach am I?

What kind of coach are you? Read each of the three descriptions and see which best describes you:

1. Old Yeller

Your coaching kicks in when you feel the need to kick people into gear. When people screw up,

you make sure they know it and don't do it again.

2. Happy Family Guy

Positive feedback not only keeps a happy team rolling along but also keeps people feeling good about showing up to work.

3. Stone Cold

Feedback is for those with

free time on their hands. If your team needs feedback, they'll ask you for it.

4. The Downloader

Your team gets feedback and data—lots of it. Your goal is to allow your team to make better decisions based on facts.

Personal Finance Tip #14

Know Your Credit Card Fees

Know Your Credit Card Fees. Credit cards give you the convenience of charging what you want when you want but beware of potential fees. When used properly you will avoid the fees for late payment, over-the-limit and cash advances.

To learn more listen to our podcast, "Credit Card Tips" at www.ubt.com or call 800-297-2837.

Personal Finance Tips are provided by Union Bank & Trust Company.



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Extended Learning

BLOG

This one is just for fun. Instead of the question, "What kind of coach are you?" this site asks the question, "What kind of dog are you?"

http://www.gotoquiz.com/what_kind_of_dog_are_you_39

BOOK

Here's an obvious recommendation: **A Manager's Guide to Coaching: Simple and Effective Ways to Get the Best From Your Employees** by Anne Loehr Brian Emerson gives readers straightforward tips and strategies to coach employees. While not the most sophisticated book, it's a great how-to manual to for anyone to use.

ARTICLE

Criticism is part of coaching. Here's a great article from **Business Week** about how to give and take it.

http://www.businessweek.com/managing/content/mar2008/ca20080318_504987.htm?chan=careers_managing+your+team+page_teamwork

ECP Forum Fun Poll

This Inc. Magazine online poll speaks to the importance of coaching in another way.

Does your company have a formal process for transferring knowledge from veteran employees to newer employees?

YES — 41%



NO — 58%



For questions about the ECP Forum email: agcnebuilders@alltel.net

For more information about ECP Forum sponsoring organizations, visit the following:



AGC-Nebraska Building Chapter - <http://www.agcnebuilders.com>
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