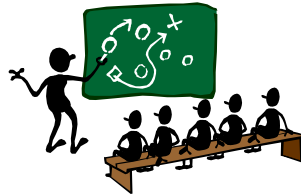


SUPERVISORY COACHING LABS

The Department of Employee Relations is providing monthly 'Coaching Labs' for supervisors to practice feedback and performance management skills with consultant Mary Wacker onsite in '2009 (*more sessions will be scheduled for '2010*). Mary Wacker will provide a feedback model and support around individuals' specific performance management or performance evaluation/review challenges.

Come to one or more of these monthly group coaching labs where you and others will have the opportunity to get help with your situations:

- Having a coaching conversation
- Giving performance feedback
- Communicating expectations
- Handling difficult performance issues



This isn't a training session but a working lab to craft specific language and actions that will help move you forward toward a successful outcome. You may attend more than one session, as needed!

- Come with a situation you would like some assistance with.
- Come prepared to participate and learn from the group.

Who: Management Pay Plan Supervisors
Course #006: Thursday, October 22; 10:00 am – Noon; Room 303 – City Hall
Course #007: Thursday, December 3; 10:00 am – Noon; Room B-1 – City Hall
Cost: These group lab sessions are funded by Employee Relations. <i>Additional one-on-one coaching may be scheduled and funded through Department Operating funds or the Tuition Benefit.</i>
How to Register: Send an email to Judy Kammermann (jkamme@milwaukee.gov) or call x3650. Let Judy know what dates you will be attending. <i>Seating is limited to 16 per session.</i>

About Mary B. Wacker:

Mary is an organization development professional with over 20 years experience in performance management, effective teamwork and leadership development and President of M.B. Wacker Associates. Mary has been working with the City of Milwaukee training the "Management Toolkit" and "Personal Influence Skills" programs, as well as leading performance management and coaching sessions as part of our performance evaluation process. She also works with a number of coaching clients throughout the City. Mary holds an MS in Education Psychology and is co-author of Stories Trainers Tell. <http://www.mbwacker.com>

- All training-related information for City employees can be found on the Department of Employee Relations' website at: www.milwaukee.gov/der/Training
- Our computer skills training vendor, *Instructing Technologies*, offers public computer skills classes, other than those offered in-house, at their Waukesha location. For more information go to www.milwaukee.gov/der/Training/CS
- They also offer "soft skills" public classes. For more information go to www.milwaukee.gov/der/Training/SST
- For information about "online" course offerings go to www.milwaukee.gov/der/Training/Online

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