



**Beverly Hills Supervisor Academy  
Training Coach Program**

## **TIP OF THE WEEK**

### **TO BE A TALENT DEVELOPER**

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**Use the full-range of on-the-job techniques to develop and grow your team members**

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Sending team members to a workshop for training can help expand skills. However, using the many on-the-job development techniques available can provide real payoffs in growing team members.

The techniques at your disposal are: (1) one on one coaching; (2) special assignment; (3) job rotation; (4) replacing you when you are gone; (5) shadowing a skilled person for a fixed time; (6) giving them a simulated work problem and see how they solve it; (7) assigning them to a quality circle or work improvement team; (8) delegating a new task to them; (9) assigning them to a standing committee deal with safety, or equipment specifications, or something else; and (10) using work group meetings for problem solving.

## **THOUGHT OF THE WEEK**

**“No exercise is better for the human heart than reaching down to lift up another person.”**

**Tim Russert**

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