



Case Study 2

LDF | Module I – Leading Individuals

SEEDING
THE FUTURE
SINCE 1856



Natalie/Nathen – Manager Information

When you last met Natalie/Nathen she informed you that she was going to leave if you did not get her a promotion within 6 months. She is not ready and if she were to take a management role now she would probably put herself under too much pressure and fail. She might also put too much pressure on a team as her standards are too exacting.

That said, she/he is a very good worker and with coaching and development she could learn and develop. You are going to have a development conversation with her today.

The Meeting:

Instructions:

Reflect upon the Leadership competencies and outline 2 x SMART goals - These can include shared team goals with

3 x behaviours that relate to the goal and explain to Natalie/Nathen how you will coach and develop him or her for a future role.

In your discussion try showing commitment to her development and if possible, discuss a few possible development actions that could go in her development plan.