

Discipling: The next level of Mentoring & Coaching.

As American businesses grope with ethical issues and a shrinking work force, there is an even greater need for staff loyalty and decreased turnover. The organization of the future will have a workforce that is working because they actually like their employer.

USA Today, recently published that workers, both men and women, ranked "good relationships with the boss" as #1 (Monday May 15). In larger organizations especially, the immediate supervisor is the company to the employee. With re-engineering efforts, many managers have been given far too large a span of control, resulting in very little attention for the individual employee.

Discipling offers the best method for teaching managers how to "grow their staff." Based on the Biblical model of Christ and the disciples, *Discipling* offers an ethical, stewardship approach coupled with shared leadership principles.

The process requiring 18 – 24 months results in behavioral changes and growth that provides managers with the necessary tools and attitudes to make lasting changes. In learning to manage themselves, they are then able to lead others in "playing to their strengths." The method also shows managers how to develop "teams" out of very different individuals. Learning to "partner" the right people results in a **one + one = three** synergy. Too many companies have work groups, but no teams. Understanding how to empower teams, creates innovation, resulting in increased productivity and continuing process improvement. This drives fear out of the workplace, replacing it with confidence.

So what is it worth to an organization to have the best in management? Well, count the cost of turn over, training, and poor customer service.

Excellence in management is obtained through investing in the managers. **Discipling** is investing in excellence.



As managers grow staff, profits ↑

Other factors included relationships with management, professional development, quality patient care, and autonomy in the role.

For further information on Magnet Hospitals retention and recruitment strategies, visit the AAN website at www.ana.org/ancc, or give us a call at 877-331-4321.

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Leah's wonderful publication can be viewed at her website www.curtincalls.com

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