
Resources for any person with a need to improve

The Broadband Talent Management Book and new Paths to Improvement Coaching Reference Guide were designed for any person with a need to improve and for managers and coaches as they work with individuals. The book and companion coaching guide can be used by:

- Individual learners who are proactive and self-sufficient to work through a plan for improving a mission-critical skill
- Coaches and managers when they are working with individual employees as they address critical skill gaps
- Executives responsible for talent and human resource management as a resource to sustain leadership development efforts

How Broadband Talent Management helps develop talent

Broadband Talent Management: Paths to Improvement was created to help organizations uncover ways to approach individual performance needs that go beyond conventional development plans.

Are you ready to move beyond traditional development planning?

The book outlines 16 types of plans to help individuals:

- Move a strength to a towering strength (with a good to great or skill transfer plan)
- Get better results in average skills (with an enhancement, workaround, or substitution plan)
- Turn things around (with a rerailment plan)

A quick and easy reference guide

Designed as a companion to the Broadband Talent Management Book, Paths to Improvement: A Coaching Reference Guide for Broadband Talent Management™ is a quick and easy reference for coaches and learners to use during coaching conversations.
The six step improvement process guides the coaching conversation. Short descriptions of 16 improvement plans help identify the right approach for the situation and the skill level. An improvement plan template provides space to document and follow through on the plan.

Here’s how coaches can use the Paths to Improvement Coaching Reference Guide:

- **Use the six steps toward improvement.** Work with the learner to answer coaching questions provided at each step.

- **Determine the need.** Find the best plan by determining the current level of skill and reading through the descriptions of appropriate plans.

- **Create the Paths to Improvement plan.** Use the template to write down the goal, the interim plan, and the longer term plan.

- **Follow through and follow up.** Gain buy-in by writing down the plan. This will increase commitment and enhance the likelihood of success.

**Paths to Improvement: A Coaching Reference Guide for Broadband Talent Management™** is available in both a coach version and a learner version. The coach version is a color version printed on durable coated stock that can be used and re-used with multiple learners. The learner version, also in color, is designed for learners to take notes and document their goals and commitments.

**Improving performance and potential**

The Broadband Talent Management Book and the new Paths to Improvement Coaching Reference Guide help organizations:

- Find new pathways for improving employee performance
- Create innovative improvement plans through coaching and goal setting
- Support leadership development efforts by using the 16 Paths to Improvement

For more information about or to order the Broadband Talent Management and new Paths to Improvement Coaching Referencing Guide visit our Web site at [http://store.lominger.com](http://store.lominger.com).

**Broadband Talent Management:**

- **Paths to Improvement Book** $34.95
- **Paths to Improvement: A Coaching Reference Guide for Broadband Talent Management™**—Reusable, Color Coach Version $24.95
- **Paths to Improvement: A Coaching Reference Guide for Broadband Talent Management™**—Single-use, Color Learner Version $74.95 (pkg of 10)