

PROFESSIONAL DEVELOPMENT DAY

INNOVATION AMPLIFIED POWER YOUR POTENTIAL

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Leveraging Coaching When Working with Subject Matter Experts

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Subject matter experts (SMEs) are essential for creating high-quality content in any field. They are individuals who possess extensive knowledge and experience in a particular area and can provide valuable insights that help in shaping the content. Working with SMEs can be highly beneficial, but it requires a certain level of skill to establish a productive partnership. Coaching is a highly effective way to work with subject matter experts. When working with experts, it is important to establish clear objectives and build a strong relationship. This will help ensure that the coaching is effective and that the expert is able to achieve their goals. Establishing clear objectives from the outset is essential. This will help focus the coaching sessions and ensure that both the coach and the expert are working towards the same goals. It is important to set realistic and achievable targets, as this will help keep the expert motivated and engaged throughout the process. Building a strong relationship is also key. This will help establish trust and create a safe space for the expert to share their thoughts and ideas. It is important for the TD professional to listen actively and provide feedback in a constructive and supportive way. In summary, working with subject matter experts can be challenging, but by using coaching, establishing clear objectives, and building a strong relationship, it is possible to achieve great results. With the right approach, the expert can develop their skills and knowledge, and make a valuable contribution to their organization.

Objectives

- Discuss common challenges faced when working with subject matter experts.
- Identify the role of the talent development professional as coach.
- Discuss techniques to build a relationship and establish clear objectives.
- Apply coaching techniques when working with subject matter experts.

