

BeUNCOMMON

HOW WE WORK TOGETHER: SALES MANAGER



1 CALIBRATION STRUCTURE

- Career earning calculator
 - How much do you need to earn through your career to live the life you want versus what you earn today
 - What is the gap and how do we get you there
- Skills Gap Checklist
 - What does the career journey look like by role, by skills you have today versus skills you require versus size of company
 - 1st line sales management
 - 2nd line sales management
 - Departmental responsibility
- Homework
 - Profile yourself for me
 - What does your team already know about you?
 - What don't they know but you would like them to know about you as the manager?
 - What does your team want and/or need most from you as the manager?
 - What are the major issues that your manager should be focusing on?
 - What concerns do you have about your manager?
 - What should your manager know about you?
 - Go and run an NMAP survey [NMAP Survey](#)
 - Numerical understanding
 - Quotas from last year versus attainment
 - Quotas from this year versus attainment to date and potential
 - Brief on a complex deal and why you lost and why you won
 - Brief on strongest team member and brief on weakest team member
 - How do you go about
 - Team development
 - Forecasting
 - Individual deal coaching
 - [16Personalities assessment](#)
 - Download [Granola.ai](#)

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ENGAGEMENT STRUCTURE

- Eight Development Sessions
 - Skills building
 - What needs fixing to win immediate business
 - What needs building to develop new capability
 - Your job is to tell the story and mine is to state the obvious and our job is to build the plan for you to go and do
 - Weekly diary [BeU Coaching Session Worksheet](#)
- The Showcase
 - Your learning journey
 - What has been learned
 - What is the next meaningful plan
 - What is the new ambition
 - My assessment
 - Development report at the end on what further value the company should look to provide to you
- Background activity: Promotion or Pay Rise
 - Contact HR: ask for the path to promotion and pay rise
 - Explain why you came to me
 - Show them your development plan as you progress
 - Speak to your manager
 - Explain that you are getting external coaching, and describe that your ambition is a promotion or pay rise
 - Show them your workbook as you progress. Review your progress in your 1:1 with them

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THE OUTCOME WE ARE WORKING TOWARDS:

- Your promotion or payrise proposal will include
 - Your personalised career trajectory
 - Where you are in that journey with this company
 - Your success, failures, learnings to date
 - Your capability development plan
 - Your value to the company & compensation request
- Your ambition
 - Ask for a 30% pay rise
 - Ask for the value back from this training
 - Undertake greater responsibility
 - Achieve the next level in your career