

IMPROVING YOUR MANAGERIAL EFFECTIVENESS

Understanding key component of team dynamic and upgrade your performance. Designed for midlevel and developing managers, the focus here is on knowing yourself and how your behavior affects the actions of your team. You'll learn the importance of team dynamics and understanding others, which can lead to more effectiveness motivation, delegation and overall team performance.

HOW WILL YOU BENEFIT

- Instill a culture based on trust, partnership and respect
- Improve your communication style to more effectively resolve conflicts
- Anticipate and manage conflicts
- Focus on individual growth and employee development to accomplish long-term business objectives
- Align motivation with work and goals
- Gain greater insight into others with a behavioral overview
- Encourage open communication and increase constructive feedback
- Heighten performance through effective delegation
- Foster team collaboration to increase productivity

WHAT YOU WILL COVER

The Learning Workplace

- Dealing with significant changes
- Assessing your approach to challenges
- Understanding your behavioral profile and scoring matrix

The Manager's Style

- The four primary behavioral styles: relater, socializer, thinker and director
- How to recognize others' behavioral styles to increase support and communication
- Style adaptability to increase your managerial effectiveness

Managing Teams

- Teams, team stages and work groups
- How to develop, create and manage a successful team

The Transformational Coach- Partnership Coaching

- How to move from boss to a coach
- The competencies and strength of a transformational coach



- Identifying your developmental strategies

Style and Motivation

- Key values in determining various ways to motivate people
- The relationship between values and individual expectation
- Assessing your company’s existing recognition, reward and benefit systems in relation to employee growth
- How to apply motivational techniques that meet individual needs

Managing Conflict

- Assessing your current preference
- Identifying the critical modes for reaching successful resolution
- Shifting your style to manage conflicts

Delegation for Growth

- Barriers and techniques to overcome resistance and minimize risks
- Re-examine the effectiveness of your current delegating styles
- Delegation styles and approaches

Managing Performance and Growth

- Teams, team stages and work groups
- How to develop, create and manage a successful team

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Managing Performance and Growth

- Applying concept learned through simulation



- Promoting continuous learning among your staff

WHO SHOULD ATTEND

Experienced managers with three to five years of management experience.

