

Managerial Effectiveness

Program Outline



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Overview

The program is designed for midlevel and developing managers, the focus is on knowing yourself and how your behavior affects both your managerial effectiveness and the actions of your team. You'll learn the importance team dynamics that can lead to more effective managerial effectiveness through motivation, delegation, conflict resolution and overall team performance

Learning objectives

- Delivering long term business results through employee development
- Meet the diverse needs of all your team members with proven communication techniques
- Align motivation with work and personal goals
- Anticipate and resolve conflict situations
- Instill a work culture on trust, partnerships and respect
- Increase dialogue and constructive feedback for optimum managerial effectiveness
- Partner with your team to ensure long-term productivity
- Effective delegation to increase performance and individual growth

Day I

The Learning Workplace

- Deal with significant changes
- Assess your approach to challenges from your staff
- Understand your behavioral profile and scoring matrix

The Manager's Style—How Others See You

- The four primary behavioral styles: relater, socializer, thinker, 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 group
- How to develop, create and manage a successful team

The Transformational Coach—Partnership Coaching

- How to move from a boss to a coach
- The competencies and strengths of a transformational coach
- Identify your developmental strategies



Day II

Style and Motivation

- Key values in determining various ways to motivate people
- The relationship between values and individual expectations
- Assess your company's existing recognition, reward and benefit systems in relation to employee growth and performance
- How to select motivators based on individual needs

Managing Conflict

- Assess your preference and approach for dealing with conflicts
- Identify the critical modes for reaching successful resolution
- Shift your style to manage conflicts

Delegation for Growth

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

Managing Performance and Growth

- Apply all concepts learned through simulation actions
- How to promote continuous learning among your staff