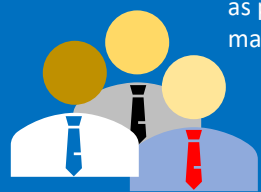


MANAGER COMPETENCIES HAVE EVOLVED

What was admired just a few decades ago is today almost universally despised. What's needed are new competencies...

OLD

Organizations seen as predictable machines



CONTROLLING
STICK & CARROT
SMARTEST IN THE ROOM
MICRO-MANAGE
RELUCTANT TO SHARE

NEW

Organizations are a complex web of human relationships



Learning
Inspiring
Self-Awareness
Empathetic Coaching
Clear Communicator

New competencies require a new approach



ReputationtoResults PERFORMANCE COACHING



This program will provide your managers with a proven process that increases engagement and collaboration along with accountability and results. This will be combined with an exploration of 5 Key Manager Competencies for today's leaders that will help them create a high performing team.

	Managers will learn:	Their employees gain:	Enhance the competency:
WHAT	To set clear expectations for performance by clearly communicating goals	Focus Direction Guidance	Clear Communicator
WHY	The importance of relating the goal to the overall strategy of the organization.	Vision Understanding Purpose	Inspiration
HOW	Ways to collaboratively generate innovative ways to accomplish any task.	Collaboration Creativity Innovation	Self-Awareness
DO	How to complete a Mutual Action Plan that increases accountability and results.	Action Urgency Accountability	Empathetic Coaching
REVIEW	A process for analyzing past period performance and increasing team learning.	Learning Recognition Growth	Learning

GIVE YOUR MANAGERS THE SKILLS THEY NEED TO SUCCEED

- 5 Key Competencies of a Manager
- Performance Coaching Model
- How to complete a Mutual Action Plan
- 6 Collaborative Idea Generation Models
- How to conduct and After Action Review
- How to Support Team Learning