

The Successful Manager's Workshop

Practical strategies for managing in a people-focused industry

Objectives

- Learn how to assess employee management needs & build a workplace alliance
- Understand basics of situational management, and how to implement situational management strategies
- Develop an awareness of personal strengths/growth areas
- Learn how to apply a model for providing consistent, valuable feedback
- Produce an Individualized Empowerment Strategy for each individual you manage

Day At-A-Glance – several breaks are incorporated throughout the day

9:00	Welcome & Introductions		
9:15	What Matters: Your Culture Management Defined: Helping your people accomplish what they need to accomplish	1:00	What I Will Do Situational Management: Empowering Each Staff -The Four Approaches -Understanding My Default Approach -Determining Staff Management Needs
10:30	The Manager's Impact: Understanding & Leveraging Positional Power -Elements of Positional Power -Impact of Avoidance or Abuse of Power -Self-Assessment: Understanding My Impact -Strategies for Leveraging My Positional Power for Positive Influence	2:00	Small Group Consultation -Framework for helping your peers
		3:00	The Art & Science of Delivering Feedback -What Works and What Doesn't With Feedback -Using a Feedback Framework
12:00	Lunch Break	4:15	Integration & Closing

Leave With

- Manager's Resource Binder
- An *Individualized Empowerment Strategy (IMS)* for your direct reports – and the knowledge and template to create IESs for new staff!
- A model for providing consistent feedback
- Tools, strategies, and insight to engage your staff
- Strategies for developing your leadership skills