

SIMPLY MANAGING

1 DAY – 12 PARTICIPANTS



“In managers, I look for people who can get things done through other people. The most important thing for a good manager is that the people on his team feel like he or she has integrity.”
- Sam Wyly - American entrepreneur and businessman, author and philanthropist

Overview

There are 4 key behaviours that are responsible for 75% of the results required of us as managers. Why isn't every manager given this information at the beginning of their management careers and how much time and energy are we wasting focusing on behaviours that don't impact outcomes? Our 'Simply Managing' workshop teaches the top 4 behaviours that work.

Process

'Simply Managing' runs for a single day with up to 12 people allowing for engaged and robust discussion on the specific management challenges your team faces and practical application of the tools to specific, current situations.

Areas typically covered include:

Know Your People

If you practice one, and only one behaviour as a manager, deeply knowing your people will have the biggest impact. Weekly, half-hour one-on-ones with each of your directs is key. It's not everyone's idea of fun, it's not particularly sexy or glamorous but if you want results, we'll show you in detail how to make time for them, how to run them and ultimately how to turn your team around.

Continually Talk About Performance

As managers we're responsible for two outcomes. Results and retention. Without continuous feedback to our direct reports we can't achieve either. Feedback is the one piece that every direct report says they want more of and that managers universally seem reluctant to give. How do we give feedback? How do we phrase it and how do we get into the habit?

Ask for More

Coaching our people develops their skills, broadens their capability, helps them grow personally and professionally and allow you to delegate and succession plan. It needn't take more than 5 minutes a week so no excuses.

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Push Work Down

Delegation feels scary but you cannot help to grow the organisation unless you are taking on more projects and responsibilities from above and passing on some of your tasks

which responsibilities to delegate, we overcome the fear of

Payoff

'Simply Managing' was designed directly in response to client demand for a program that supports new and experienced managers to:

- Feel clear, confident and focused in the parameters and opportunities inherent in their role
- Be equipped to step up to the challenges of managing people who may previously have been their peers, maintaining rapport while offering support and direction
- Take the fear or awkwardness out of the primary tasks critical for a manager's success
- And ultimately help managers build the team's capability, foster trust and get results