



MANAGING EFFORT: GETTING RESULTS

A PERFORMANCE MANAGEMENT & COACHING WORKSHOP

FOR MANAGERS AND COACHES

Of all the workshops I had taken in my 13 years with Novartis, none had a more profound effect than Managing Effort. I felt as if a big light bulb had gone on and I could see clearly. Instead of facing burnout, Managing Effort allowed me a new outlook and approach to managing my district. The feedback indicated that tenured managers wished they had had this workshop early in their management careers. -Cindy Canup, Associate Director, Management Training & Development, Novartis

OVERVIEW

A practical program designed to help coaches and managers improve performance and results through training, coaching and facilitating the development of their people as self-managers. It deals with the ultimate goal of management - the development of responsible, self-managing individual performers.

BENEFITS

- Improved performance, increased results and increased retention
- Employees become more self-managed, focused on key efforts that maximize results
- Management time is spent coaching rather than coaxing
- Reduced management burn-out
- Managers learn a coaching system that creates a high performance culture

OUTCOMES

- Learn the "Managing Effort" system, a coaching approach that develops self-managers
- Understand the difference between COACHING and COAXING
- Understand how to coach for internal motivation
- Learn a process for gaining commitment
- Learn how to assign responsibility and hold employees accountable
- Learn strategies for developing and retaining high effort performers
- Learn how to deal effectively with performance issues
- Receive the full Management Pro profile report which identifies and helps managers build on natural leadership/coaching strengths

PRE COURSE RECOMMENDATIONS

- Completion of Management Pro profile on-line (time 35 minutes)
- Read "Managing Effort: Getting Results" book

AVAILABLE

- 3 formats: facilitated workshops and train the trainer and e-learning
- Available as a 2 day program and supported by an optional e-learning program

Interested in working with us? Call or email our office and schedule a free consultation at no cost to you. Call 416-746-0444, Ex.234 and ask for Bob McHardy.

SELFMANAGEMENT
PLUS
SELECT | DEVELOP | RETAIN | TOP PERFORMERS