

# MANAGING FOR IMPACT

## Moving Rapidly from Individual Contributor to High Performing Supervisor

When the individual, highly competent technical employee is promoted to supervisor, they soon realize that supervising people requires a new set of skills.

The style of supervisors and managers must be effective over a broad range of employee work styles. Managers are expecting results quickly. In order to get up to speed quickly on the latest and most effective supervisory methods, this course is the solutions

This six week series for the newly promoted supervisors provides a support structure for applying new skills and knowledge. The workshops are held every other week for an entire morning of accelerated learning. Skills are presented that are critical to the supervisors immediate success as well as long term advancement. Between sessions participants apply the concepts and tactics in their work environment.

This six week format over a 12 week period produces results! Participants rave that they can use the lessons learned and then come back for more insight and additional tools.

### ***Developing Self-Management Skills***

- Situational Leadership
- Clarifying Your Values
- Developing a Powerful Vision & Mission

### ***Working Well, Together***

- Launching a Highly Effective Project Team
- Facilitating Important Decisions Quickly
- Running Meetings that Get Results

### ***Impacting Your Work Environment***

- The Power of Focus
- Understanding Emotional Intelligence
- Communicating Assertively

### ***Tools for Special Challenges***

- Using Problem Solving Tools
- Applying Delegation Strategies

### ***Managing Others Effectively***

- Building on Staff Strengths
- DISC Work Style Assessment
- Motivation: Assessing Needs and Goals
- Developing Employee Performance Plans

### ***Survival Strategies***

- Developing Political Savvy
- Finding Your Mentor or Coach
- Handling Stress

## Customization:

In house programs available at your site upon request. Coaching for participants has been requested in the past and is also highly effective to transfer the skills to the situation on the job.

Customization also available to tailor this program for your managers and supervisors and the processes used at your corporation (including performance management).

**Shared Experiences.** Participants continue their learning over lunch with managers to deepen their experiences and share best practices.

**Executive Facilitators and Coaches.** The variety of over fifty years of corporate experience in management adds interest and real world credibility to the participants learning

**Accelerated Learning.** All workshops are designed as learner centered supporting participants in remembering and applying what they have learned.



Practicing the art of asking questions rather than "telling."



Accelerated Learning Engages Participants