

MANAGING EFFORT: GETTING RESULTS

PERFORMANCE MANAGEMENT & COACHING WORKSHOP

NEW E-LEARNING FORMAT FOR MANAGERS AND COACHES

OVERVIEW

A practical self-paced e-learning 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.

WARNING: MAY CAUSE YOU TO THINK DIFFERENTLY ABOUT YOUR ROLE AS MANAGER

REVOLUTIONARY FORMAT: What better way to experience this breakthrough program than through a breakthrough new e-learning format. This program uses leading edge technology to deliver an engaging, printable, full-screen experience that combines enriched multi-media with video and facilitated exercises to create the ultimate e-learning experience. Called an i-brochure, this format is the first of its kind world wide. Packed with dynamic, interactive exercises and tactical takeaways, this cost-effective format is like having your own Certified SMG Trainer and Coach with you at all times. Designed by our training experts and narrated by Managing Effort: Getting Results co-author Bob McHardy, the format maximizes learning and builds the managers ability to develop Self-Managers every day.

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
- Program runs on any computer equipped with free Adobe Acrobat Reader program
- Compatible with any existing learning management system
- Tactical Takeaway section fosters action planning and commitment to ensure maximum transfer

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 strengths

PRE-COURSE RECOMMENDATIONS

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

