

MANAGING EFFORT: GETTING RESULTS

A PERFORMANCE MANAGEMENT & COACHING WORKSHOP

FOR MANAGERS AND COACHES

We have enjoyed a relationship with the PLUS Corporation (Self Management Group) for over a decade, utilizing the Managing Effort Workshop. This workshop continues to receive outstanding reviews from experienced Managers and those with little tenure in the position. We believe it has improved our District Manager effectiveness and productivity.

Jim Sumner, Associate Director, Management Training and 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

