

Managing Effort: Getting Results
A Performance Management & Coaching Workshop
For Coaches & Managers

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 ManagementPro profile report which identifies and helps managers build on natural leadership/coaching strengths

Pre-Course Recommendations

- Completion of ManagementPro profile
- Read "Managing Effort: Getting Results" book

Available

- 3 formats: facilitated workshops, train the trainer, e-learning
- Modular design in 1/2, 1, 2 and 3 day programs