

# Managing for Superior Results II: From Manager to Leader



## Course outline

Provided by: Performance Management Consultants – PMC Training

<b>Reference no.</b>	195-16
<b>Duration</b>	2.00 day(s)   12:00 hours <sup>1</sup>
<b>Website link</b>	<a href="https://pmctraining.com/training/managing-for-superior-results-ii-from-manager-to-leader/">https://pmctraining.com/training/managing-for-superior-results-ii-from-manager-to-leader/</a>

### ***Optimizing Resources for Success***

It is said that organizations can only develop to the extent that their people develop. This is critically true for those with management responsibilities. This program is designed to stimulate understanding, skill and insight for those who have already mastered the basics of supervision. It integrates the complexity of the human dimension with the challenges of task and operational delivery, and does so in a strategic context.

This interactive workshop combines theory with group, individual and team activities while allowing time for discussion and debate.

### **Learning outcomes**

#### **At the end of this workshop, you will be able to:**

- Understand the differences between leadership and management, your own pre-disposition and your development challenges
- Understand traditional and more contemporary organizational theory and models
- Be better able to understand and respond to competing demands on you and your area of responsibility
- Have a solid understanding of organizational behavior
- Be able to function as a more effective leader and manager
- Have a broader understanding of your responsibilities both as leader and manager
- Be more effective in managing change
- Be more aware of your own development needs in this area

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<sup>1</sup> The course hours reflect teaching time that often correlate with continuing education credits (CEC) or professional development units (PDU). Please check with your profession's governing body, as there is no universal approach.

## Workshop topics

- Defining management and leadership
- Self-assessment
- Levels of authority and responsibility
- Fundamental organizational theory
- The process of management
- Organizational structures and dynamics
- Contemporary management theories
- Core values and the power of vision
- The performance triangle
- Leadership perspectives
- Modelling and signaling
- "The Leadership Challenge"—Posner and Kouzes
- The limits of positional authority
- Paradox management
- The use of power
- Creating a winning streak
- Personal action planning

## Prerequisites

There are no prerequisites for this course.

## Who should attend this course?

This program provides the conceptual and practical platform to integrate and develop the complementary skills of management and leadership. It is suitable for all who wish to become balanced managers and leaders. This workshop is particularly valuable for middle managers who must manage the operational task while maximizing the human resource capability and motivation.