

Managing for Superior Results II: From Manager to Leader



Course outline

Provided by: Performance Management Consultants – PMC Training

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| Reference no. | 195-16 |
| Duration | 2.00 day(s) 12:00 hours ¹ |
| Website link | https://pmctraining.com/training/managing-for-superior-results-ii-from-manager-to-leader/ |

Optimizing Resources for Success

This program builds on the core management knowledge, skills and attitudes acquired in Part One.

It delivers the additional tools you need to thrive in the hectic, demanding and change-centric environment currently dominating public, private and nonprofit organizations worldwide.

Your workshop draws on cutting edge research and real-world experiences to deliver practical solutions to complex challenges and opportunities facing leaders at all levels today.

The engaging learning environment relies on an interactive dialogue and activities-based approach. It will have you contribute your insights, gathering tactics from a diverse range of colleagues and picking up transformative concepts from the material and facilitator.

Learning outcomes

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

- Establish a self-reinforcing culture of behavioural accountability
- Transform multiple inputs into actionable priorities
- Build individual and team dynamics that drive positive change
- Create high functioning leadership relationships at all levels
- Apply positive psychology practices for mental strength
- Balance project work with core responsibilities
- Develop leadership skills at all levels
- Power teams with sustainable passion

¹ 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

- **Values and Supporting Behaviours**

- Connect corporate values to team values
- Agree to values that reflect high performing team culture
- Establish supporting behaviours and corrective protocols

Priority Setting

- Transform directions from leadership into team priorities
- Connect team priorities with individual practices
- Say no while saying yes

Powerful Change

- Foster a growth mindset at team and individual levels
- Normalize change as a constant
- Drive change connected to mission and strategy

Leadership Relationships

- Create a high performing relationship with your leaders
- Create a strong team with your leadership colleagues
- Create an accelerant partnership with leaders you manage

Positive Psychology

- Build resilience towards stress
- Combat negativity and doubt
- Draw success towards you and your efforts

Project Work Core Work Balance

- Set enabling expectations
- Manage work scope creep
- Co-leading human resources

Leadership at All Levels

- Authority sharing – utilize agency to activate ownership
- Connect individual strengths to leadership opportunities
- Pairing idea generation with leadership

Passion

- Transform coasting and boredom behaviours
- Action dreams into measurable progress results
- Change busy work into meaningful work

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.