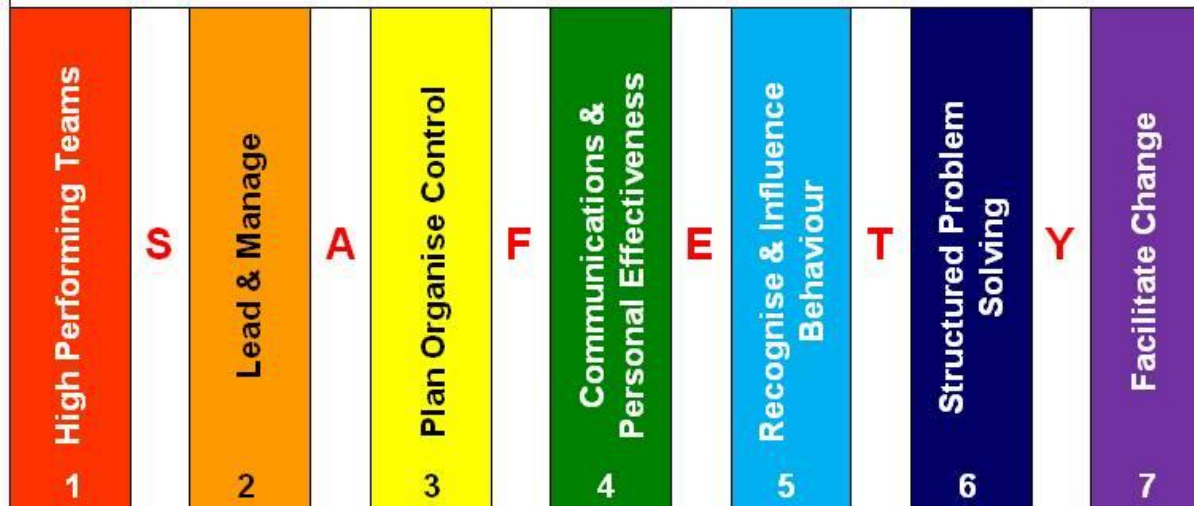


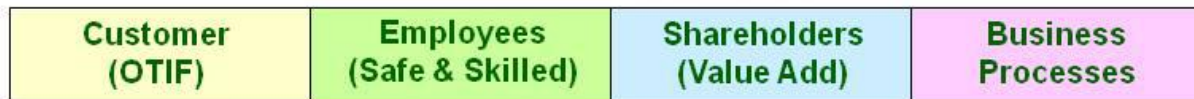
Manager Development

The 7 Strengths of Successful Managers



“Bottom Line”

Balanced Scorecard



“The Front Line is the Bottom Line”

Style of Training/Facilitating



Highly Interactive

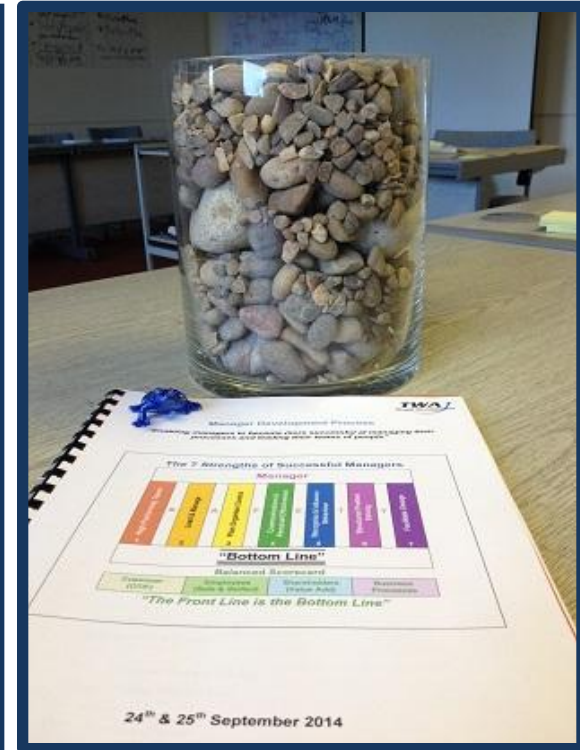
Fun

“Meeting Tim and attending the ‘Seven Strengths’ training is something I can recommend to all leaders, new as well as experienced.

Tim presents the subjects, facts, stories and psychology of leadership in such a way, and with so much energy, that you will not have a dull moment during the training.

If you are new to leading others you will be enlightened by the subjects and discussions, and for more experienced leaders this is the wakeup call for everything you did know, but aren't doing”.

-Kristen Wennstrom, Regional Operations Manager, Sonoco-Alcore Ltd



Challenging

Fast-paced

All Learning Styles Covered

7S/1 – High Performing Teams



- Ingredients of a successful team?
- Team activity - The Planks
- Debrief of team activity
- Stages of team development
- 7 characteristics of high performing teams
- How does your team rate?

7S/2 – Leading & Managing

- Leading versus managing
- Activity – Co-operate or Defect
- Exploring leadership
- Sources of power
- Alignment and involvement
- Energy levels at work and at play – Maslow & Herzberg

7S/3 – Plan, Organise & Control

- POC - It's what we do when we manage!
- Activity – plan a task
- Set objectives, programme, budget
- Picture the plan (GANTT Charts)
- Set people to work – goals & delegation
- Control by measuring performance

7S/4 – Communications & Personal Effectiveness



- Making meanings of communication
- Build rapport
- Listen actively
- The power of assertiveness
- Influencing styles
- Giving and receiving feedback
- The time of your life



7S/5 – Recognise & Influence Behaviour

- The ABC of behaviour management
- Using ABC to lead safety
- Dealing with conflict
- DESC scripting
- Activity – Prepare a DESC script

7S/6 – Structured Problem Solving

- Houston we have a problem!
- How to gather information and data - space/time co-ordinates - to identify root cause
- A model of SPS – ‘The Inquisitor’
- Activity - Putting SPS to work

7S/7 – Facilitating Change

- The classic change curve – what to expect
- A step-wise process to facilitate change
- Putting change tactics to work