

LEADERSHIP DOWN

Bring the best out of them!

These Conversations are designed to refresh the most efficient management methods for professional in a fast paced and very demanding environment. As the pressure on productivity in a competitive marketplace becomes more and more intense, the modern manager has to be efficient with his interactions and master the art of leveraging human beings towards the desired goals.

In this series you will discover how to move from boss to coach and how to mobilize people with respect and harmony. You will get insights as to how you can leverage them without having to preach or repeat constantly.

Module	Content	Duration
Leadership vs Management	<ul style="list-style-type: none"> • Move from boss to coach. • Install a new paradigm. 	90 mins
<i>Homework</i>	<ul style="list-style-type: none"> • Survey your team's needs. • Start filling your coaching log. • Practice the coach hat. 	30 mins
The 4 quadrants of interventions part I	<ul style="list-style-type: none"> • Survey results. • Review Victories. • Motivation vs competencies. • What to do in each situation. • Discover intervention model 	90 mins
<i>Homework:</i>	<ul style="list-style-type: none"> • Fill in your intervention grid. • Schedule your coaching meetings. 	60 mins
Coaching	<ul style="list-style-type: none"> • Review grids. • Ensure meetings scheduled. 	90 mins (30 mins with Ambassadors balance in a group format)
The 4 quadrants part II : Developing and Motivating your Staff	<ul style="list-style-type: none"> • Art of intervention on each quadrant. 	90 mins

Homework:	<ul style="list-style-type: none"> • Practice one session on each quadrant. 	60 mins
The art of delegation	<ul style="list-style-type: none"> • Feedback and notes / Stories and advice. • What to delegate to whom and how to make it work. 	90 mins
Homework	<ul style="list-style-type: none"> • Identify delegation opportunities and the quick mirror. 	30 mins
Coaching	<ul style="list-style-type: none"> • Review delegation opportunities initiative. 	90 mins (30 mins with Ambassadors balance in a group format)
Strategic Efficiency	<ul style="list-style-type: none"> • Relate my daily activities to a strategic destination. • The Difference between goals, objectives, priority and action plans. • Recall the SMART acronym. 	90 mins
Homework	<ul style="list-style-type: none"> • Create an action plan. • Align team towards goal of action plan. 	60 mins + 30 minutes.
Graduation Seminar: Coach the Coach Conversation	<ul style="list-style-type: none"> • Cement changes for the long term: burn the boats! • Recognition 	90 mins