

Great People Management Development Programme- Virtual

I love working with delegates on this programme as we explore what great people management looks like, and as each manager identifies and develops their own style, building skills and confidence in this safe environment.

The programme is offered both as a public course and in-house for individual clients. It is a three day programme, with each day providing four hours of contact time, between 09:30 – 15:30. Practical skills and reflection work is set between each programme day to embed learning and enable delegates to apply their learning in their context.

Pre-Course

- Questionnaire : an opportunity to stop, reflect, and identify your objectives and expectations.
- Coaching: an individual 30 minute coaching conversation with me to explore your own context, expectations and objectives.

Day One

Session 1: What is Line Management?

- What do we understand by Line Management?
- How well is it done? How important is it? What is the impact?
- The shift in Mindset & Identity on becoming a People Manager.
- The Container of People Management: being clear on responsibilities & expectations.
- Underlying Principles of great People Management.

Session 2: Underlying Skills

- Listening
- Asking Questions
- Being Curious
- Giving & Receiving Feedback
- Motivating and Encouraging
- Planning & Orchestrating
- Delegating

Application between Sessions

- Actively obtain feedback from several team members to increase your self-awareness
- Deliberately practice the underlying skills of people management
- Complete Gallup's CliftonStrengths assessment

Day Two

Session 3: Knowing Self

- Self-awareness
- Exploring difference and why it matters
- CliftonStrengths – how focusing on strengths unlocks potential
- Practical exercises to explore how your own strengths serve you in typical people management situations
- Self-reflection: developing & understanding your own People Management style

Session 4: Knowing Others

- Identifying and understanding difference
- Managing those who differ from ourselves to bring out their best
- Situational leadership
- Practical exercises to use the difference in the delegate group to understand yourself and others better

Application between Sessions

- Notice and record your own strengths at work
- Notice and record the strengths of your team and colleagues and the choices you have in how you interact

Day Three

Session 5: Developing Others

- How do we develop and learn?
- Developing in remote / hybrid environments
- Learning & development plans
- A mindset of developing strengths and managing weaknesses
- Practical exercises in formulating development plans and providing feedback

Session 6: Difficult Situations

- Performance Management
- Conflict – managing, diffusing, and being yourself within conflict
- Practical tips on handling difficult people management situations
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Post Course

- Use the templates and resources provided in the programme to create your own individual development plan ensuring you embed and continue to build on your learning.