



MANAGING FOR SUPERIOR RESULTS 1

How to succeed as a new manager!

OVERVIEW

[Register](#)

Most managers are promoted because of their technical competence. And then they get little help in adjusting to their new role. Some end up doing the job poorly - they become bad managers. Some start working real hard to get better. They throw everything they can at the job - their energy, emotions, logic, problem solving skills, technical skills, social skills - everything including the kitchen sink. And the cost of becoming a good manager gets really high. Dave knows the drill because he's done it himself and helps out managers on the same exhausting path he was on. Being a good/great manager just doesn't have to be that hard! With the right tool kit you can dramatically improve your skills as a manager without paying such a high personal price.

LEARNING OBJECTIVES

This course will teach participants to:

- Move direct reports from compliance to commitment
- Establish measureable success criteria
- Coach direct reports to enhance knowledge and skills
- Motivate direct reports with diverse styles
- Eliminate micro management and absent management
- Empower direct reports
- Build trusting relationships with direct reports
- Communicate clearly with direct reports
- Provide clear enabling feedback to direct reports
- Source feedback from multiple sources to eliminate blind spots

COURSE OUTLINE

Session Objectives and Climate Setting

- Establish participant objectives/challenges
- Identify how to integrate tools into workplace
- Build participant relationships

Relationship vs Goal Balance

- Skills for quickly building trusting relationships
- Prioritize goal and task behaviors
- Identify and activate individual strengths

Motivate Different Types of People

- Activate competitive strengths
- Activate collaborative strengths
- Activate curious strengths





COURSE OUTLINE - CONTINUED

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Performance Management Coaching

- Establish task and competency goals
- Close gaps in skills, time, attitude, resources and knowledge
- Create and implement action plans

Communication

- Use active listening
- Lead through questioning
- Use dialogue and debate to drive consensus

Feedback

- Use positive reinforcement
- Transform criticism into constructive action
- Communicate with highly sensitive people

Delegation

- Stop micro managing
- Stop doing the work yourself
- Start preparing people for empowerment

Next Steps

- Meet with your leader and gain commitment
- Further reading and resources
- Stop Start and Continue action plan

AUDIENCE & GROUP SIZE

Who Should Attend?

Managing For Superior Results 1 is designed for new supervisors, team leads, and first-time managers making the move from individual contributor to leader.

At Dave Jones Consultants, class sizes are kept small for a more in-depth learning experience customized for the participants. This instructor-led, in-person/remote course delivered by **Dave Jones** will ensure participants receive hands-on training with real-life applications.

COURSE MATERIALS

Each participant is provided a workbook with reference materials. Each participant also creates additional materials, personalized to his or her own workplace situation. The combination of these two elements creates a manual that is used throughout the year.

COURSE LENGTH

Managing For Superior Results 1 is a 2-Day course.