

Building Managers (1 Day)

Overview

This program is designed to leverage best practices, to maximize the *Everything DiSC Management Profile* that connects to real-world demands, to generate powerful conversations that provide a clear path for action. It focuses on management – the relationship of one-to-one – rather than leadership – the relationship of one-to-many.

Target Audience

Anyone who helps others to improve their performance.

The Problem

Many managers have not mastered the specific skills needed to effectively manage others.

Our Solution

To Learn to...

- Develop the skills needed to effectively manage others
- Identify the behaviors you exhibit that add value to the management of others
- Evaluate the behaviors you exhibit that need improvement
- Communicate to meet the other person's expectations
- Gain consensus in difficult situations
- Read others

Course Outline

- Learn about the DiSC® model and how it informs the role of manager.
- Discover your management style on the *Everything DiSC Management Map*.
- Explore the priorities that drive your management style.
- Explore the influence your management style has on how you manage time, make decisions, and approach problems.
- Discover how your style helps shape your day as a manager.
- Learn a method for recognizing other people's DiSC styles.
- Learn about your natural directing and delegating style.
- Identify the directing and delegating needs of different people.
- Write an action plan for improving how you direct and delegate to a person you manage.
- Learn how you affect the motivation of others.
- Recognize what different people find motivating and demotivating.
- Write an action plan for creating a more motivating environment for someone you manage.
- Learn about your natural style of developing others.
- Identify the development preferences of different people.
- Write an action plan for developing a specific employee.
- Consider how your manager might see you.
- Discover different approaches for getting buy-in from your manager.
- Write an action plan for improving how you work with your manager.