



4D Group

MANAGING – FOR HIGHER PERFORMANCE

Who Would Benefit

Senior delegates with some experience of managing, who want to explore their skills in achieving high performance, and to enhance their repertoire of styles and techniques. (Some pre-programme reading is recommended, and an optional element of this programme is the application of a 360-degree feedback instrument, tailored to the delegate or the organisation.)

Objective

By the end of the programme, you will be able to specify how you could apply three new approaches to achieving ever higher performance, to achieve substantial, measurable benefits.

Content

- Modern thinking about management
- What behaviours are you buying and selling?
- Sustaining peak performance – your views and some case studies
- Deciding what you think good management is
- Analysing your personal style – using behavioural questionnaires, psychometric instruments or 360-degree feedback received
- Learning from managing exercises designed to stretch people's performance, and from receiving feedback from fellow delegates
- Modern thinking and research about intrinsic motivation, extrinsic rewards and individual performance, management and teams, and wider factors affecting organisational performance
- Practising approaches to appraisal and coaching to develop people's confidence, commitment and ability to deliver ever higher performance
- Preparing to balance attention to being a manager, coach and player
- Planning to create a culture of high performance expectations and delivery

Duration

One day intensive programme that can be extended and deepened