

# *Managing Self*



Utilizing feedback gained from assessments, participants pinpoint their strengths and growth opportunities to develop the self-management and self-leadership skills required for managing others. Action planning, one-on-one coaching, measurement, and internal support help ensure manager accountability for implementing new skills. **2 ½ Days**

<b>Benefits</b>	<b>Content</b>
<p>Managers reflect, debate and enhance their understanding of their responsibilities within the context of your organization.</p> <p>Managers learn the importance of demonstrating trust and personal accountability. They explore how they currently demonstrate these elements vs. how they need to in order to lead effectively.</p> <p>Managers learn how to create an environment where team members want to and can perform at their best.</p> <p>Managers reflect on the five main elements of emotional intelligence and how they need to apply them in their roles as managers.</p>	<p><b>Manager as Mentor</b></p> <ul style="list-style-type: none"> <li>• <i>The Role of Manager</i></li> <li>• <i>The MENTOR Approach</i></li> <li>• <i>Building Trust</i></li> <li>• <i>Personal Accountability and the Continuous Choice Process™</i></li> </ul>
<p>Introduction of concepts and alignment of thinking. Participants come to the session well prepared to engage in facilitated learning.</p>	<p><b>Emotions and Leadership Effectiveness</b></p> <ul style="list-style-type: none"> <li>• <i>Emotional Intelligence</i></li> <li>• <i>Why Emotional Intelligence Matters</i></li> </ul>
<p>Participants receive feedback regarding their behavioral approach as managers and its effectiveness with others and in situations. Managers are able to link this behavioral insight to the results of their Management Development Assessment. They identify how they may need to adapt their behavior in order to increase their effectiveness.</p>	<p><b>Self-Awareness: The Impact of Your Behavior</b></p> <ul style="list-style-type: none"> <li>• <i>DiSC® System of Behavior Management</i></li> <li>• <i>Behavioral Strengths and Overuses</i></li> <li>• <i>The Dynamic Nature of Behavioral Goals and Fears</i></li> <li>• <i>Behavioral Adaptability</i></li> </ul>
<p>Managers engage in a candid discussion about the effectiveness of their individual behavioral choices in their roles as managers. They discuss exactly what they commit to do differently to increase their leadership effectiveness.</p>	<p><b>Personal Accountability Roundtable</b></p> <ul style="list-style-type: none"> <li>• <i>Courageous Conversations</i></li> </ul>
<p><b>Post Session Implementation</b></p>	<ul style="list-style-type: none"> <li>• <i>Action Planning</i></li> <li>• <i>DiSC® discussions</i></li> <li>• <i>On-going Support</i></li> </ul>