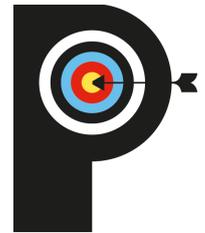


Practical
Proven
People
Performance
Programs



Progress.

Managing For Results

One-day program

Today's business leaders face challenges unheard of in previous eras, as the rapid pace of globalization changes the way people work together. The pace of change in modern workplaces seems too fast for management education programs to keep up, leaving managers to learn and adapt in real time as they confront the challenges of the collaborative era.

At the same time, employees' relationships with their managers are proving to be a major determinant of job satisfaction and employee engagement, proving that today's managers need more than just technical experience to accomplish goals and exceed expectations. Today, the ability to collaborate effectively in all directions is the most important driver of success for managers and individual contributors alike.

Today's leaders confront a new set of complex challenges:

- Asking people to do more with less
- High turnover from career-mobile employees
- Creating connected and collaborative cultures
- Encouraging intentional innovation
- Overcoming generational and cultural divides.

To meet the shifting demands of modern business, managers must tackle new challenges from new angles, focusing on the key skills of Social Intelligence necessary to build collaborative, communicative and innovative teams of people from diverse backgrounds. Leadership development programs focused on Social Intelligence skills can make the difference between mediocre results and dramatic improvements.

The [Managing for Results](#) program begins by teaching the concepts of TRACOM's SOCIAL STYLE™ & Versatility—a proven interpersonal skills model developed 50 years ago and now used throughout the world to teach people to interact effectively with their co-workers, clients, prospects, direct reports, managers, and leaders.

Once participants have a strong understanding of the concepts of the SOCIAL STYLE Model™ and the Versatility Model, the course teaches participants how to apply the concepts to real-world managerial workplace situations.

Through exercises and identification techniques, the participants will learn the best method to coach, critique, and praise direct reports using the approach most welcomed by their direct reports.

After completion of the [Managing for Results](#) program, participants will know their own SOCIAL STYLE and how to control their behaviours when interacting with direct reports of varying SOCIAL STYLE. Managers will also know how to anticipate reactions from their direct reports and how to reduce or increase tension in order to create the most productive and effective workplace situations.

Participants will also learn how to increase their Versatility; a concept that TRACOM research has shown to be of great importance to managers and correlates with success in the workplace.

Benefits of completing the 'Managing for Results program:

- Managers will learn how their direct reports perceive their behaviours
- Managers will be able to identify the SOCIAL STYLE of their direct reports
- Managers will explore and identify factors that affect the amount of support and respect that their direct reports give them
- Managers will learn to apply the Versatile Managing with Style Strategy for developing an interaction plan for a direct report of their choosing
- Managers will have an opportunity in class to work on real issues that are affecting their productivity as a manager
- Managers will discover how to identify ways that they can help their direct reports take their Growth Action
- Managers will learn how to coach, critique and praise their direct reports
- Managers will develop strategies for developing mutually productive relationships with their direct reports.

Workshops can be conducted for up to 20 participants, who will be divided into smaller clusters for group activities. The minimum effective group size is 8-10, as much learning takes place from participant interaction and discussion.

Content rich workbooks, applications guides, skill cards and the option of an additional Versatility Check Up workshop all form part of the Mastery Program. Personal empowerment is a key feature. The entire program is lively, interactive and enjoyable, providing valuable discovery-learning processes in a friendly environment.

To find out how using Social Styles can help you Progress further, call Progress Training Systems today on M 0411 358 333 or email admin@progress.com.au

