

Duration

This useful and engaging Workshop is delivered in two x half-day sessions online. or in a whole day (both in-person and online).

Who's this for?

- Experienced managers who are continuing to develop in their role as Leaders
- New managers who are preparing to lead a range of team members

Why attend?

Managing Smart, Remote and Hybrid working will require effective use of a range of management skills and leadership styles.

Research shows that there is an effect on the 'climate' or working atmosphere influenced by the leadership styles. The climate is shown to strongly influence performance and engagement. In addition, the management of remote team members adds some challenge and complexity.

This workshop will enable managers to identify and learn to use a range of leadership styles they can employ, with a specific focus on the feedback skills to generate the accountability, engagement and motivation desired by the organisation..

What will we get out of the workshop?

This workshop will support and challenge you to:

- manage smart, remote and hybrid working effectively
- review, refocus and take actions to develop your leadership practices
- make the link between the 'climate' you bring about and the style of leadership you choose at a particular time in order to improve the performance of your team
- assess the most appropriate leadership style for the needs of the situation and of your team member(s) using your emotional intelligence
- develop your feedback conversation skills
- find ways to manage remote team members
- become more self-aware and to use this knowledge and skill to forge improved working relationships and boost your performance and development as a Leader

What's on the Agenda?

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Preparation Work

- ✓ Consider the levels competence and confidence of your team members as they perform their roles
- ✓ Gather feedback about the working atmosphere(s) that you create when leading others
- ✓ Discuss the course content with your Manager to identify your focus areas

Session One

- ✓ The employee development journey
- ✓ Creating a smart working climate for Productivity and Engagement – the components of 'climate'
- ✓ Six Leadership Styles and their effects on 'climate' and engagement and how to choose which one to use to achieve a particular result
- ✓ The correlation between your Insights profile, your preferred leadership styles and your development as a manager

Session Two

- ✓ Managing remote team members
 - Making the most of team meetings
- ✓ Holding useful one to ones and check-ins
- ✓ Feedback skills
 - Why feedback matters
 - Using questions
 - Phrases to use
 - Structuring a feedback conversation
- ✓ Action planning

Practice at Work (approx. 3 months)

- ✓ Discuss the workshop content with your Manager to gain their support for your development actions and experiments
- ✓ Choose and use a combination of leadership styles to develop the competence, confidence and performance of a particular team member
- ✓ Adapt your style to create the climate you need and continue to gather and act on feedback