

Academy of Training

The New Manager: Developing a Growth Mindset

Overview

Today's managers and team leaders play a key role in the achievement of each organisation's goals and objectives. They must be able to meet the demands of their own jobs while at the same time lead, motivate and inspire staff toward the achievement of defined business outcomes.

To do so effectively requires many skills, both technical and personal. They must be responsive not only to the changing needs the organisation but also to the changing needs of the people for whom they are responsible.

The most effective managers today are those with a growth mindset and a high degree of self-awareness, who not only lead by example but also encourage and help their staff to succeed, to fulfil their potential at work and, most importantly, improve their thinking.

Objective

The objective of this two-day interactive programme is to assist Managers and Team leaders in a bringing about a directional change in thinking while developing and updating all the key management and influencing skills to enhance both their own performance and that of the staff they lead.

Content: Topics covered in the workshop include:

Module 1: The Management Role

- Skills, attributes and behaviours of the proactive manager
- Current management models – out with the fixed approach
- Developing a growth mindset to promote high achievement
- Assessing our own management style and development needs
- Using transactional analysis and the change model to modify behaviour.

Module 2: Communication Skills for Growth Mindset Managers

- Understanding roadblocks in communication and how to avoid them
- Emotional intelligence and building emotional maturity
- Communication and influencing skills
- Promoting a climate for personal feedback
- Courageous conversations.

Module 3: Managing Staff Performance

- Handling performance issues for positive results
- Managing nebulous areas of performance, such as attitude
- Adopting a project management approach to bring about change
- Giving feedback – motivating and modifying.

Module 4: Delegation, Coaching and Motivation

- Enhancing delegation skills, including preparation and building trust
- Coaching for improved performance
- Building and motivating the team.

Resultant Benefits

On completion of the workshop, participants will have updated all of the key skills for adopting a growth mindset approach to manage their staff and the day-to-day challenges of their role successfully.

They will understand the skills, attributes and behaviours required, assessed their own strengths and development needs and be able to communicate effectively in a variety of challenging situations. They will have also learnt how to raise performance issues, delegate and coach effectively and know how to build and motivate their team for positive results.

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