

Supervising as the Pickle in the Middle

Training | Keynote



The supervisory position is one of the most critical roles in your company, since it involves the supervision of individuals in day-to-day operations. The combination of your technical specialty and your leadership ability is vital for your team or department to function effectively.

Objectives

During this program, you will learn how to:

- Understand your DiSC® management style
- Direct and delegate effectively
- Motivate and develop others
- Work best with your manager

Ideal Size

Keynote: No limit

Training: Up to 36 people

Length

Keynote: 30-90 minutes

Training: 3-6 hours

Target Audience

New or experienced supervisors, team leaders, project leaders, and managers

Typical Uses

Management or leadership development, team retreats, training or workshops

Format

This interactive program uses experiential learning techniques such as self-assessments, large and small group discussions, team projects, and best-practices.

Agenda

Each participant will complete the *Everything DiSC® Management Profile* to learn their strengths and challenges as managers and how to adapt to meet the needs of the people they manage based upon these eight primary areas where people focus their energy:

- Action
- Encouragement
- Collaboration
- Support
- Reliability
- Objectivity
- Challenge
- Drive

Material Options

- *Everything DiSC Management Profile*
- *Everything DiSC Facilitator Report*
- *Everything DiSC Group Culture Report*
- *Everything DiSC Team View*
- Interaction and Style Guides
- Handouts

Title:

Subtitle

Training | Consultation



Given the interdependency and complexity of workplace environment, it's no longer enough to just focus on improving the customer experience. Building a collaborative culture is the only way to become and sustain a cohesive environment. There are many moving parts to such a dynamic, constantly changing culture. This organization-wide process makes a significant impact on customer satisfaction, employee engagement, leadership effectiveness and accountability. All of which improves not only employee retention, customer loyalty and the bottom line, but fuels a powerful competitive advantage in today's marketplace.

Objectives

This dynamic annual improvement process is designed to educate and equip organizations to develop or enhance a collaborative culture of excellence in which:

- Leaders have a clear understanding of the organization's strategic focus.
- Employees are actively involved and committed to the success of the organization.
- Departments/teams are cohesive, efficient, synergistic and aligned.

Format

Collaborative Culture Assessment™ – identifies how your talent currently does the job, feels about the company and offers suggestions for making a difference in the workplace.

Leadership Development Series™ – provides all leaders and managers the essential skills to engage and inspire today's workforce.

Excellence in the Workplace Series™ – experiential learning for all employees to develop the confidence, courage and consistency to always exceed customer expectations.

Collaborative Culture Series™ – joint training with leadership and employees, ideally as teams to strengthen trust, commitment, accountability and resolve conflict.

Ideal Size

Organizations of any size and any industry

Length

Overview or Keynote: 60 minutes

Process: 1 - 3 year schedule - depending on size and state of the organization

Agenda

The learning process and best practices support these seven qualities of a collaborative culture:

Clarity - aligns with mission, vision and values

Code - honors a standard of behavior

Creativity - uses innovative problem solving

Consistency - hardwires best practices

Coaching - encourages peak performance

Conflict - promotes productive resolution

Celebration - recognizes and rewards success

Target Audience

Each series is specifically designed for leadership, employees and teams.

Typical Uses

Organizational development, cultural architecture, strategic planning, leadership, team and talent development.

Material Options

Online assessments, reports, training materials and other handouts will be designed and distributed