

LEADERSHIP PROGRAM FOR PEOPLE MANAGERS

THE CLIENT:

INDIA'S PREMIER NEWS AND MEDIA GIANT

THE NEED

Based on a recent 360 degree survey conducted in the organization, the client wanted its managers to :

- Recognize need to build people management capabilities
- Learn key people management skills
- Build emotional intelligence and maturity
- Understand their role as managers

However, participants may not consider these skills important at present

THE CHALLENGE

- Mixed group of new and experienced managers
- Participants and 6- 15 years' work experience, and many had established own best practices

THE INTERVENTIONS

Instructor Led Curriculum

2 programs, with a gap of 1 month

Different programs for 2 sets of managers – experienced and inexperienced

Emerging Managers' Program

Program 1

- Introduction to a manager's role
- Recognize areas to build own skills
- 6 steps of effective delegation
- Understand how Motivation works
- Action Plan on delegation

Program 2

- Managerial Style Inventory - Understand own managerial style
- Feedback - mindset and skills to give effective praise, correction and warning Feedback
- Learn how to have short, day-to-day development conversations
- Action plan to coach and build performance

Senior Managers' Program

- Manage Self
 - Recognize own managerial style (Task focus Vs People focus, and optimum balance)
- Manage Others
 - 4 Different styles of team members
 - Managerial actions to get performance from different styles
 - Delegation Discussion - according to employee style
 - Giving Feedback – Praise and Criticism