

Middle Management Development, 2 - 3 Day Workshop

Course Overview

Management Excellence empowers every individual manager to effectively plot a route to overcome the hurdles in order to execute the proposed organization level strategy. Middle Management Development positions all organizations for competitive advantage as the strategy is put into action.

Middle Management Level Executives across the world's most successful companies step outside their organizations to acquire fresh ideas and new thought processes...

This Management Excellence Program enables the Mid-Level Managerial Executives to develop an effective personal leadership style...Explore & Evolve from what other top enterprises around the world are doing to nurture management and leadership!

Management Excellence:

Explore & Evolve Managerial Styles and Behaviours to Execute Your Strategy!

Effective management and leadership are critical to the success of all organizations... The costs of poor management and leadership decisions are manifested in low quality work output; added stress; increased absenteeism; and additional stress contributing to work-life imbalance.

Competency-based performance skills to improve management effectiveness and leadership behaviours are based on the premise that past performance is the best indicator of future performance in a similar environment!

This 2 – 3 Days Workshop provides participants with the competence and confidence to make right management decisions and exhibit vibrant leadership behaviours that are consistent. The workshop briefs participants on completing managerial and leadership self / peer assessment; the importance of interdependence to transform; the role that competency and attitude plays.

The objective of this workshop is to develop and improve the managerial techniques and traverse to exhibit leadership skills of participants to ensure future decisions result in the right decisions to effectively put organization strategies into action. This workshop nurtures development of the Right Performance Skills of Managers!

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Plot No: 106, Bharathiyar St – Chellappa St Junction, Visalakshi Nagar, Santhosapuram, Chennai – 600073. Tamil Nadu, INDIA.

Ph: +91 44 22781335, +91 44 42837167, HP: +91 9500120969, +91 9500129901, +9840097567, +91 9840059445

Email: training@siegergroups.com | Visit us at: www.siegergroups.com

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Who should attend?

- 1) General Management Team (Departmental / Functional / Technical / Project Managers)
- 2) Human Resources, Quality, Learning (Education & Training) Management Team
- 3) PMO (Project Management Office) Personnel & Corporate Program Management Team

Management Excellence - Workshop Takeaways & Learning Outcomes:

- 1) **Crafting the Right Leadership Style**
 - A. Understanding Differences between Boss Centric Managing & Defining Boss Types!
 - B. Understanding Leadership Styles & Behaviours/Competencies: Computing Managerial Effectiveness Index
- 2) **Leadership Competencies & Managerial Effectiveness**
 - A. Expectations & Performance Skills Assessment
 - ✓ Biz & Strategic Acumen
 - ✓ Building Teams & Vital Organizations
 - ✓ Setting Pace For Execution
 - ✓ Managing Stakeholders
 - ✓ Leading With Integrity
 - B. Analyzing Leadership Development - Strategies & Tactics: Dependence - Independence - Independence Facets
- 3) **Middle Management – Executing for Realizing Strategy**
 - A. Exhibiting Performance Oriented Management & Servant Leadership: Managing & Developing Teams - Forming / Storming / Norming / Performing, Vision - Mission - Strategic Objectives - Goals
 - B. Traversing Towards Managerial Effectiveness Outcomes: Motivation, Mentoring & Coaching
- 4) **Managing & Leading with Vision: Prepare for Creativity, Innovation & Transformation**
 - A. Understanding Situational Leadership Quadrants & Tactics: Assess Your Own Management & Leadership Score
 - B. Excelling in Managing For Excellence! –Crisis, Transformation & Change Management - Gartner's Innovation Scorecard

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5) **Effective Management – Leading Change Initiatives & Projects**

A. Planning for the Change

- ✓ Organizational Culture and Change
- ✓ Achieving Support
- ✓ Barriers to Change
- ✓ Resistance to Change

B. Communicating the Change

- ✓ Communication Strategy
- ✓ Communication Management
- ✓ Stakeholder Communication (Upward / Downward / Lateral)
- ✓ Communication Frequency

6) **Managing For Results – Optimizing Change Outcomes**

- ✓ Risk Management
- ✓ Maintaining Momentum – Rewards & Recognition Systems
- ✓ Best Practices, Lessons Learned, Tips, Tricks & Traps!
- ✓ Change Leader – Attitude, Just Not Aptitude!

7) **Management Planning for Organization Transformation & Transition**

- 5 R's & 5 C's Model
 - ✓ Why It's Important? - Key Questions To Address
 - ✓ Ideas on How to Do It! - Suggested Steps For Action
- Change Management Index
- Change Leader Roadmap
- Leading Change & Transformation Management - Best Practices

8) **Management Roles & Team Development**

- Forming – Storming – Norming – Performing
- Plan, Do, Check & Act
- Importance of KPI & KRI: Planning – Design – Implementation Phases

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Management Excellence Workshop – What do the participants stand to gain?

- Experience Hands-On and Hands-Off Management/Leadership Nuances & Styles/Behaviours
- Evangelize to execute management strategy via change and culture perspectives
- Gain practitioner insights to Business – People – Process – Technology Perspectives of how to lead change and manage effectively the organization's knowledge environment for success
- Achieve Corporate Excellence & Excel in Creativity, Innovation and Transformation During Turbulent Economic Times

Other Details:

- Payment to be made within 15 days from the date of the invoice.
- All payments must be made by cheque/online transfer etc., drawn in favour of Sieger Training Consultants Pvt. Ltd. Sieger will charge on INR basis only.
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- Facilitators Travel & Food have to be taken care by the client
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