

“Manager” Programs

The workforce has changed. Managers are being asked to work in flatter structures and be able to quickly adapt to continuously changing business conditions. As they strive to lead themselves through change, they are also held accountable to lead others through transition and align them to organizational values and goals.

To meet these changing demands, leaders need to understand changing workforce dynamics, including the values and expectations of a new generation of talent. This means learning to develop others outside of the traditional “career ladder” and engage team members long enough to enable them to make a true impact.

Career Revolution programs focus on building killer career management and leadership instincts for emerging professionals and managers in today’s changing workplace. Programs are fully customizable and can range from multi-session development experiences to “lunch and learn” workshops and keynote presentations.

Check out our special programs for Emerging Professionals & Teams!

<http://careerrev.com/can-help/>

The New Workforce IQ™

Target Audience: People Managers

Time Investment: 3-12 hours (depending on the addition of Coaching Circles).

The world and the way we work have both changed. Economic trends and consumer expectations are increasingly affecting workplace behaviors. Leaders need an effective way to build bench strength, leadership capacity, and new cultural norms in an atmosphere of rapid change. Managers are being asked to work in flatter and more team based organizational structures and must quickly adapt to changing business conditions and learn to align people to organizational values and goals. This shift means understanding new workforce dynamics and the role they play in creating a culture that attracts, engages and develops top talent.

The New Workforce IQ™ Program consists of classroom training and assessments and optional monthly small group facilitated Coaching Circles.

As a result of The New Workforce IQ™ Program, Managers will:

- Understand the changing dynamics of the workplace.
- Assess their “Influencer IQ” in the changing workplace.
- Move beyond generational stereotypes and understand the real data behind the newest generations in the workplace.
- Identify simple strategies to coach, engage, influence and innovate in the changing workplace.

Coaching Circles for Managers

Target Audience: Managers – all levels

Time Investment: 1.5-2 hour sessions every 4-6 weeks.

What's a Coaching Circle?

Coaching circles are a cost effective and collaborative way to develop the career growth and leadership bench strength of a team, specific leadership level or organization. A Career Revolution master facilitator will work with groups of up to 15 managers every 4 to 6 weeks to address common career development challenges and goals. Length of the program will be determined based on customized program objectives. Typical programs run for 6 months or 4 to 6 sessions.

Who Should Attend?

Organizations identify groups of emerging or current leaders with a common set of business objectives or learning needs.

Coaching Circles are great for leaders who:

1. have been identified as high potential
2. are in the same department, team or project team
3. are of similar point in their career or management levels, even if in different functions

Expected Results

The specific goals of each program will be customized to the needs of the group and organization.

Below are some example program outcomes.

As a result of Coaching Circles, Managers will:

- Address the changing dynamics of the workplace impacting career growth and learning.
- Discover their top 7 strengths and how to maximize them for targeted career growth.
- Uncover the drainers keeping them from being their best energized innovative self.
- Understand how to align their unique strengths to lead others.
- Assess their “Influencer IQ” as they strive to get their ideas heard by team members and senior leaders.
- Build a career development plan addressing both personal and organizational goals.

Additional Modules

The following modules are offered as stand-alone sessions or combined as part of a larger program. Add modules of your choice to a current leadership program or customize to create a new program. Each module can be run for groups of 12 to 50 and take place in person over the course of 2 to 4 hours. Modules can also be leveraged as keynote presentations.

Module: Defining Role of Manager in Today's Workplace

- Identify what is needed to create the "right" environment for success in today's changing workplace.
- Understand the competencies needed to "lead self" versus "lead others".
- Review data to support generational differences and similarities driving the need for managers to improve career coaching skills.
- Learn an overall processes and specific steps needed to effectively manage others throughout the year.
- Review results of a personal Strengthscope™ assessment to identify natural strengths and strengths in overdrive (will be completed before class).
- Understand the psychology of leading through "strengths" vs "weaknesses" to achieve peak performance from employees of all levels.

Module: Leading Teams

- Learn Tuckman's model of team development.
- Conduct a team gap assessment to understand where your team may have gaps and may be at risk of low performance.
- See the benefits to managers, the team and the overall organization of leveraging different team member strengths to foster greater innovation and engagement.
- Learn how to prioritize and assign work based on different individual team strengths.

Module: Evaluating & Delivering Performance Feedback

- Understand the benefits of focusing on regular performance planning and communication instead of the dreaded annual review.
- Learn to diagnose performance issues and differentiate individual "skill" vs. "will" root causes.
- Communicate performance improvement feedback.
- Identify the most common manager pitfalls in delivering feedback that shuts down employees without realizing it.
- Learn the steps to conduct formal and informal performance feedback meetings.
- Practice handling different employee reactions to performance feedback.

Module: Rewarding and Recognizing the “Right Behaviors”

- Explore what makes employees feel valued and recognized.
- Understand the concept “you get what you reward”.
- How to challenge each employee—including poor performers and high achievers.
- Understand how and when to utilize “non-monetary” reward and recognition.
- Add simple non-monetary reward strategies to your leadership “toolbox” to quickly draw upon in different performance situations.

Module: Translating Organizational Goals into Team and Individual goals.

- Learn the purposes and differences between organization, team and individual goals.
- Create SIM goals that align employees to the larger mission of the organization.
- Develop standards of performance that will determine if the employee has succeeded.
- Understand the role employees have in identifying and writing goals.
- Effectively communicate and cascade organizational goals to the team and each individual.

Module: Conducting Career Conversations

- Learn how the traditional career ladder is becoming extinct and being replaced by the concept of “career jungle gyms”.
- Tailor career conversations to inspire each person to their fullest potential.
- Identify challenging tasks and assignments that connect individual career goals with organizational goals.
- Practice a simple formula for “career development” discussions.
- Construct compelling development plans that help employees accelerate career achievements and see the bigger picture.