



# *Managing for Results*

2 day training programme



# Managing for Results

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## Target

Line Managers / Team Leaders

## Outline

Getting the most from your managers means developing your managers to get results. This programme focuses on four key management competencies: Leading, Coaching, Personal effectiveness and Action planning. This highly practical programme focuses on these core managerial areas and the relevant tools required by managers to achieve maximum personal and team performance.

## Objective

The objective of this programme is to give participants the competence and the confidence to develop a management style that is appropriate to the challenges they face in terms of performance and employee expectations. Understanding team dynamics and the variety of contributions made by team members is a key element of the programme. This will ensure that managers can maximise the strengths as well as recognise the developmental needs in team members. At the end of the course, participants will understand the fundamentals of managing for results, that is maximising their personal performance and that of their team.

## Learning outcomes

At the end of the programme, participants will:

- Have developed an appropriate style for managing performance.
- Understand team dynamics and the contributions of team members.
- Have learned to maximise strengths and recognise development areas in team members.
- Understand how to maximise personal and team performance.

## Content

### Managing yourself

- Being a leader in one's work.
- Personal effectiveness.

### Managing the services

- Planning and managing resources.
- Evaluating and judging situations.
- Assuring high standards in the service of today.
- Being a champion for the service user.

### Managing people

- Influencing people and events.
- Managing individual performance.
- Being a communication channel.
- Creating team spirit.
- Supporting personal development.

### Managing change

- Creating the service of the future.
- Working towards a user centered service.

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## shrc limited

As a provider of quality training programmes, shrc guarantee experienced facilitators and tailored content coupled with practical-oriented sessions. Other popular programmes include: Attendance / Absence Management; Competency-based Interviewing; Employment Law Practice; Management Skills; PMDS for Line Managers.

## Methodology

The training methods and techniques employed during all programmes will be based on best practice in adult learning.

The methods used include:

- Short lectures - to impart required background information / knowledge.
- Facilitated discussions - to allow for open debate, airing concerns and enhanced participation.
- Case studies - to assist with the practical application of learning.
- Role-plays - to gain experience of using the acquired skills.

## Benefits of in-house programmes

- Customisation - tailored to meet your specific training requirements.
- Flexible - where and when you want.
- Cost effective - no travel, no days away, no unrelated expenses.
- Low cost per person - even with small numbers.
- Consistent message throughout your organisation.

## Contact us

- To find out more about this programme or any other programmes we have on offer.
- To discuss your current or future training requirements.
- To learn more about our training approach and facilitators.
- Contact Ann at 01-2974070 or email [ann@shrc.ie](mailto:ann@shrc.ie).

