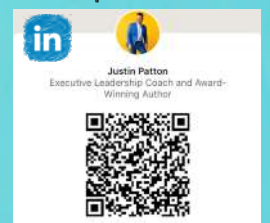


Managers Who **MOTIVATE**

How to Assess & Improve Your Management Style



LinkedIn Connection





MANAGERS WHO MOTIVATE

How to Assess & Improve Your Management Style

PROGRAM DESCRIPTION

Management sucks sometimes! There will be days when you have to disappoint people, when you spend more time managing relationships than doing quantifiable work, and when you wish you would have handled situations better. So why even go into management then? Because management changes lives. In this interactive workshop, you're going to learn fundamentals of high-performance management and how to apply them in your day-to-day role so you bring the best in individuals and the business.

PROGRAM OBJECTIVES

- ✓ Developing your personal management style
- ✓ Setting expectations and coaching your team
- ✓ Managing conflict effectively

CLIENT TESTIMONIAL

"I've lost count how many times we've utilized Justin Patton for our organization's training and development needs. His expertise, engaging style and the feedback we get from attendees always have us thinking of how and when we can bring him back."

CHRISTINE KENNEDY, COO of *Lynchburg Regional Business Alliance*

PROGRAM LOGISTICS



TIMING OF PROGRAM
3.5 hours



SUPPORTING MATERIALS
All leaders will complete a participant workbook



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AUTHENTIC LEADERSHIP

LEADERSHIP IS NOT ABOUT YOU.
BUT IT STARTS WITH YOU!

TOP 3 TRAITS:

I REALLY ADMIRE IN A LEADER



MY CREDIBILITY

IS BASED ON 3 PRIMARY FACTORS



THE #1 ACTION

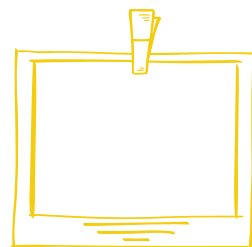
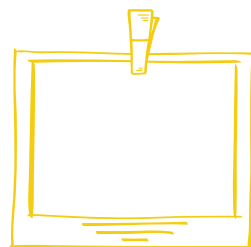
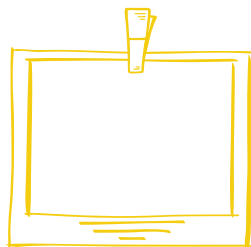
THAT HOLDS ALL LEADERS BACK

HOW IT SHOWS UP EVERY DAY



AT MY BEST,

I ALWAYS SHOW UP AS...



“

PURPOSE IS THE UNBREAKABLE BOND BETWEEN YOU AND YOUR SOUL.

- BOLD NEW YOU

”

MY THEME

ONE WORD THAT SUMMARIZES MY LIFE

PURPOSE FORMULA

HOW

+

WHO

+

IMPACT

MY PURPOSE IS TO...

WHAT I LEARNED ABOUT MYSELF TODAY:



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COACHING WITH HEAD & HEART

EMPOWER PEOPLE TO
MAKE THEIR OWN CHOICES

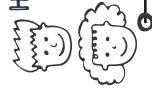
COACHING IS...



THE GOAL OF ANY COACHING CONVERSATION IS TO...



HEAD



HEART



EMPOWERING QUESTIONS



ALL QUESTIONS ARE NOT _____.

EMPOWERING QUESTIONS ARE...

ALL EMPOWERING QUESTIONS START WITH...

BEST PRACTICES WHEN ASKING QUESTIONS:

LISTEN TO UNDERSTAND



LISTEN BELOW THE _____.

INTUITIVE
LISTENING

Focus: _____

ACTIVE
LISTENING

Focus: _____

EGO
LISTENING

Focus: _____

ACKNOWLEDGE & VALIDATE



MAKE PEOPLE FEEL _____.

WHAT DOES IT MEAN TO ACKNOWLEDGE?

WHY DO IT?

HOW TO DO IT (FORMULA):

Of course you're _____.

because _____.



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WHEEL OF FULFILLMENT

Name: _____

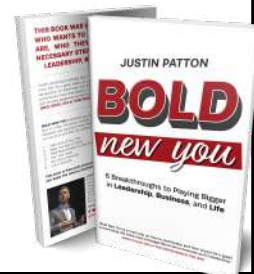
Identify the number (1-10) that best corresponds to your current level of fulfillment in each area of your life.

1 = no fulfillment 10 = completely fulfilled



REFLECTION AND INSIGHTS!

Briefly describe what you learned about yourself and where you want to spend energy growing in the next month.

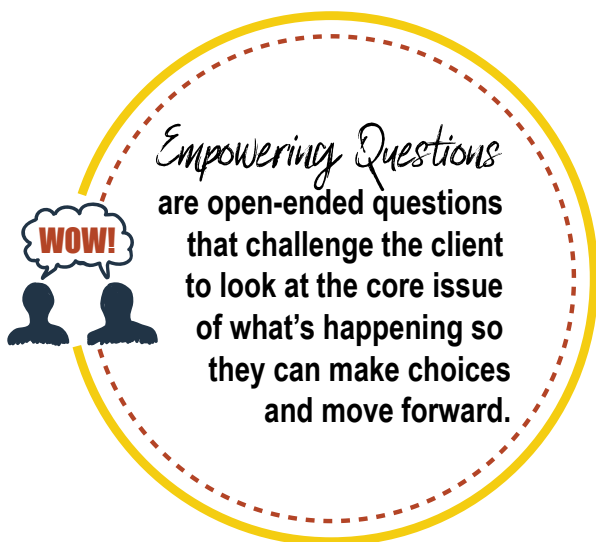


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LEADERSHIP BRAND

- How do you want to be perceived by others?
- How might you be holding yourself back?
- What are you doing to build brand advocates?
- How are you taking people with you?
- What does your presence tell people about you?
- How might your ego be getting in your way?
- How are you growing/promoting others?

RELATIONSHIPS

- How satisfied are you in the relationship?
- What needs to change in the relationship?
- How are you contributing to the problem/solution?
- How are you investing in the relationship?
- What can you do to make this relationship better?
- What boundaries do you need to establish?
- Who do you need to forgive?

PURPOSE & PASSION

- How would you describe your purpose in life?
- What are your core values?
- How well does your role align to your values?
- How are you using your top strengths?
- What changes can you make to be more fulfilled?
- What can you do to play bigger in your life?
- When do you feel the most energized?

THE WORK

- What resources do you need to be successful?
- How can you use this as an opportunity to grow?
- How will you use the feedback?
- How will you communicate progress?
- What challenges can you foresee?
- What do you have control over?
- What impact will that decision have?

MOVING FORWARD

- What is another way to look at that?
- What do you need to do more/less of?
- What do you want to do about that?
- What are the rewards/consequences with that?
- What would you say is the next right step?
- What is really getting in the way?
- What is stopping you?




GROW COACHING MODEL


1 - GOAL

 What do you want to get out of our conversation today? *(have the client set their intention)*

2 - REALITY

 What's currently getting in the way of you achieving this goal?
(explore all possibilities)

3 - OPTIONS

 What steps would move you closer to your desired goal?
(explore all possibilities)

4 - WAY FORWARD

What step(s) do you want to commit to taking?

When will you complete these steps?

What resources and/or support do you need?

How will you feel when you achieve this goal?

DIFFICULT CONVERSATIONS PLANNER

What specific behavior do I want to discuss?

Focus on one issue. Give specific example(s) when the behavior occurred.

01

What is the impact of the behavior?

Explain why the behavior is important to discuss. How does it make you feel? What is the impact to you, the individual, team, organization?

02

What do I need to take accountability for?

Any time there is an issue in a relationship, both people have a part to play. What do you need to take accountability for and own? Examples: didn't set clear boundaries, let it go on too long, put up with it, thought it would resolve itself.

03

What needs to happen to resolve the issue?

What are you asking for? What specific actions need to happen as a result of the conversation? How will you measure success?

04





NAVIGATING DIFFICULT CONVERSATIONS MODEL



Managers Who **MOTIVATE**

WHAT DID YOU LEARN ABOUT YOUR MANAGEMENT STYLE?

WHAT WILL YOU SPECIFICALLY APPLY OVER THE NEXT TWO WEEKS?

WHAT DOES SUCCESS LOOK LIKE FOR YOU?

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