

The Winning Way

This is a one-day course for identifying strengths and weaknesses and formulating a personal plan to become an outstanding manager

Introduction

Most managers participate in training programmes to enable them to plan, organise, lead and manage performance.

However, as worthwhile these programmes are, they are not enough to ensure adequate development. The reason is that, if management training is to succeed, it needs to target the issues that are directly related to the course participant, i.e. his or her specific weaknesses.

“The Winning Way” is a programme that:

1. gets participants to diagnose their personal strengths and weaknesses in management;
2. provides participants with a clear profile or style that is common in highly effective managers;
3. enables people to formulate a personal plan that addresses weaknesses for targeted management development.

The above three actions are called “The Winning Way”.

Target Population

All levels of managers, from Supervisors to Executives.

Duration

1 day.

Pedagogical Approach (Method Employed)

The course begins with a description of management styles – what works, what does not work, and why. Thereafter, participants appraise their own management style to identify areas for improvement.

Finally, delegates formulate a personal development plan for implementation immediately after the seminar.

The Unique Benefits of Our Approach

This course has several unique attributes:

- It is based on extensive research in Africa, and specifically South Africa, and is therefore particularly relevant in the African context.
- It is diagnostic in that it enables participants to identify their own specific managerial strengths and weaknesses in the form of a complete profile.
- Having identified their profiles, participants will be shown how to formulate a tailored and individual plan to specifically address their personal issues.

The net result is a dramatic improvement in managerial competency that can be measured.

Course Objectives

By the end of this workshop, participants will have:

- a clear understanding of the three management styles that drive managerial behaviour;
- be familiar with the attributes of highly effective managers;
- discovered his/her own individual management style and the effect it has on the productivity and morale of staff;
- formulated a plan of action to address personal issues.

SETA Accreditation

Level: NQF 4

Credits: 12

Company Seta Accreditation Number : 0879



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