

GROWING PEOPLE POTENTIAL: SKILL BUILDING FOR MANAGERS

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Expanding Our Experience and Expertise: Implementing Effective Teenage
Pregnancy Prevention Programs

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Training, Organizational Development and Research

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LEARNING OBJECTIVES

At the conclusion of the session, participants will be able to...

- ✘ Describe and identify personal leadership style(s) and how it impacts work as a manager;
- ✘ Identify skills of effective managers and list administrative processes for managing performance; and
- ✘ Identify qualities and characteristics of an effective team and key retention strategies.



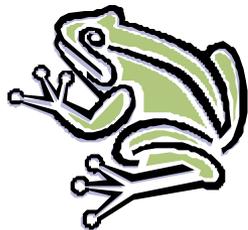
THE SCORPION & THE FROG



MORAL



“People don’t change that much. Don’t waste time trying to put in what was left out. Try to draw out what was left in. That is hard enough.”



FIRST, BREAK ALL THE RULES

WHAT THE WORLD'S GREATEST
MANAGERS DO DIFFERENTLY

BASED ON IN-DEPTH INTERVIEWS BY THE GALLUP
ORGANIZATION OF OVER 80,000 MANAGERS IN
OVER 400 COMPANIES—THE LARGEST STUDY
OF ITS KIND EVER UNDERTAKEN

MARCUS BUCKINGHAM
& CURT COFFMAN

THE 4 KEYS

- ✘ Select people based on talent.
- ✘ When setting expectations for employees, establish the right outcomes.
- ✘ When motivating an individual, focus on strengths.
- ✘ To develop an individual, find the right job fit for the person.



QUALITIES OF AN EFFECTIVE MANAGER

- ✘ There is always a choice about the way you do your work, even if there is not a choice about the work itself.
- ✘ Think about what you do and reflect on specific qualities and skills that make you an effective manager.
- ✘ Activity & Debrief



DEBRIEF QUESTIONS

How does this ideal fit with **your vision of your qualities & skills as a manager?**

What areas are your strengths?

What are your “areas to develop”?



MANAGING PERFORMANCE

“We are tool-using animals.
Without tools we are nothing,
with tools we are all.”

(Paraphrased from Thomas Carlyle)



APPRECIATIVE INQUIRY

- ✘ Positive framework that focuses on identifying:
 - + the best in people
 - + their organizations
 - + the relevant world around them



12 ELEMENTS OF TEAMS

1. Trust
2. Structure
3. Leadership & Coaching
4. Problem Solving & Decision Making Process
5. Experimentation or Creativity
6. Shared Goals & Objectives
7. Processes for Conflict Resolution



12 ELEMENTS OF TEAMS

8. Interpersonal Communication
9. Group reflects on – or evaluates – it's work
10. Positive Interdependence: **We** instead of me
11. Individual Accountability/Personal Responsibility
12. Roles & Responsibilities are Identified & Skills Utilized



"I have striven not to laugh at human actions, not to weep at them, nor to hate them, but to understand them."

~Benedict Spinoza



THANK YOU!

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