



Leading **AND** Managing

Creating an Environment of Accountability

The best managers and leaders are good at communicating expectations, providing feedback and holding people accountable for results.

Our **Leading AND Managing Workshop** is designed to help supervisors, managers and executives create an environment of responsibility by providing direction and coaching toward results.

The program is a one-day skill building workshop designed specifically for people with the responsibility of leading and managing the performance of others.

In the workshop participants learn, apply and practice how to

- set clear expectations,
- provide direct, honest feedback and
- reward performance that exceeds expectations and hold people accountable for performance does not.

The skills your leaders develop in this program will help them create high performance and ensure execution by developing people's ability to self-manage and self-motivate.

The workshops' modular format is intentionally designed to meet the needs of your organization.

For more senior executive audiences, the emphasis is placed on leadership skills; communicating mission, values, strategy and alignment. For mid-level managers and supervisors the emphasis is on execution: goal setting, communicating performance standards, coaching and accountability.

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As a result of participating in the **Leading AND Managing** workshop, your people will:

- ü Regularly engage with their people to discuss performance issues.
- ü Prevent non-performance issues.
- ü Create an environment in which people self-manage and motivate.
- ü Improve "bench strength" of their team.
- ü Deal with performance issues earlier and decisively.