

Self Leadership

Working together for success

Using the principle “managing up” is a way to partner with the immediate supervisor to get the direction and support the participant needs to complete his/her tasks and achieve the common objectives. By sharing a common understanding of the stages that all people go through when confronting a new task, employees and their managers can discuss the situation and what’s needed in a way that builds trust, esteem, and stronger relationships.

The result is a highly motivated and effective workplace where people communicate regularly regarding what’s important to be successful.

Duration

1 day

Public

Employees

Objectives

- Diversity promotes productivity:
 - Increased trust
 - Greater collaboration
 - Resolution of differences
 - Improved communication
 - Better cohesion
 - Reduced conflict
 - Collaborative problemsolving

Program

- **Identification of four levels of development based on personal commitment and personal competence.**
 - Development level 1 (D1) – The enthusiastic Beginner
 - Development level 2 (D2) – The disillusioned Learner
 - Development level 3 (D3) – The capable, but cautious performer, or the reluctant contributor
 - Development level 4(D4)- The peak performer

- **Determination of methods for reaching peak performance and achieve personal and organisational goals**
 - To take responsibility for performance and goal achievement
 - To create a path toward peak performance
 - To ask for the support and direction to excel
 - To capitalize on own points of power
 - To understand the difference between setting objectives and achieving them
 - To master the art of managing up
 - To negotiate for increased authority and autonomy

➤ **Develop specific skills**

- Selling personal solutions.
- Problem solving.
- Gaining autonomy.
- Partnering for performance
- Asking feedback
- Increasing Confidence and motivation.

Methodology

This very interactive training is completely oriented towards real situations.