

My Development

Presentation by:

3gHR
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Topics covered in this section:

- Managing for Success Programme

Managing for Success: Developing skills and confidence for new managers

360
(Month 1)

Developing Resilience 1 day (Month 2)

Managing Self - Working smart; less is more
 Anticipate and adapt quickly and positively to change (DREC)
 Taking control and managing pressure and recognising effects of pressure on others
 Positive thinking
 Techniques to help Managers recognise and react to the responses others may have during times of uncertainty
 Effective delegation
 Float, Sink, Swim
 Prioritisation case study
 Big Rock Principle
 Resilience questionnaire

Open to change
 Professional impact
 Makes informed decisions
 Be planned & organised

Driving Performance 1 day (Month 3)

Set clear performance expectations
 Create SMART objectives
 Recognise & unlock obstacles to performance
 Managing poor performance
 Motivate & engage to create a sense of ownership & drive
 Appreciate the power of positive & constructive feedback
 Learn the skills of coaching
 Ensure ownership of personal development

Continuously improve performance
 Focus on the future
 Develop relationships
 Be planned & organised
 Solution focused

Building Powerful Business Relationships 1.5 days (Month 4)

Building trust
 Developing effective influencing techniques
 Working in teams & Pillars of Effective Teamwork
 Silo busting - Listening, building on ideas and sharing opinions and knowledge
 Effective and productive networking
 Communicating with impact (Social Styles)
 When to collaborate and the importance of rapport
 Evolving a personal brand
 Networking tool and stakeholder mapping

Collaborate
 Professional impact
 Develop relationships

ILM
(Month 5-6)

Pulse
360
(Month 10)

Topic areas

TW
Competency

MfS – Developing Resilience

How do I manage myself?

- Personal Productivity – explore via a case study
- Working Smart – less is more
- Prioritising and planning
- The art of effective delegation

Taking control and managing pressure

- Positive and Negative Stressors – explore via a case study
- Recognising the effects of pressure on me and the team

Developing resilience

- Developing resilience to create sustainable performance – ‘Sink, Float, Swim’
- Resilience questionnaire
- Managing uncertainty and working through change (DREC)

MfS – Supporting & Driving Performance

My performance

- Defining and clarifying my role as a Manager
- Setting clear goals and objectives

My team's performance

- Defining and clarifying individual roles within the team
- Setting clear goals and objectives and measuring performance
- Setting expectations and promoting ownership

Managing performance

- Managing good performance
- Managing poor performance
- Competency/commitment mapping
- Skills of Coaching
- The Critical Conversation – giving powerful feedback
- Motivating for Success
- Ownership and development of PDPs

MfS – Building Powerful Business Relationships

Building and sustaining powerful business relationships

- The trusted Advisor – building rapport and gaining trust
- Use of MIRO to help understand the relationships in our teams
- Understanding and implementing the Pillars of Effective teamwork
- Team project

Communicating with impact

- Exploring communication styles
- Using Social Media to develop relationships
- The value of sharing knowledge and collaboration

Influencing others

- How do we influence in Taylor Wimpey?
- Influencing Questionnaire – exploring styles (Cialdini Model)
- Influencing project

Building smart networks

- Benefits and Barriers to networking in Taylor Wimpey
- Stakeholder mapping