

Team management level II

#1 Leadership - building team unity and managing by values

Did you know that the newest and most effective model is **Management By Values (MBV)**?

Management by Objectives (**MBO**) is not enough to maintain effective and committed teams in the long term. Learn about the tools and techniques for management by values, thanks to which:

- you will activate employees'; **self-reflection, commitment and motivation**,
- you will strengthen responsibility and trust in the team; ,
- you will build **the unity of the team, even based on its diversity!**
- **you will discover how management by values is related to motivation** - thanks to this knowledge, you will be able to conduct motivating conversations in the most difficult situations,
- you will get and practice the advanced **4GROW™ Non-Financial Motivation Algorithm**, which will help you step by step to lead a conversation in the management model by values with the employee:
 - uninvolved (e.g. packs up ahead of schedule, works at maximum 100%, does not take initiative, etc.)
 - with expectations (e.g. they want a raise, a promotion, other projects, a different change, a new car, etc.)
 - demotivated (works below 90% of power, complains, spoils the atmosphere, refuses to complete tasks, etc.)
- How to manage a conflict in a team? You will discover how to conduct a conversation with employees in conflict so as to help them build an agreement without solving problems for them - you will learn about **our proprietary POWAPRO™ algorithm**,
- **Team unity** - you will discover simple ways to conduct meetings that unite your team - strengthening cooperation, open communication, respect, "playing to one goal" and developing the effectiveness of the entire team,
- During the training, you will get at hand **and experience practical tools for working with values in the team** - they will help you conduct motivational meetings, moderate team meetings, conduct conversations about values during recruitment meetings and - in development discussions with subordinates.

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#2 Leadership - the ability to inspire and develop others

- **Vision** - the most powerful motivator used by the greatest leaders - in Poland usually hangs only on the wall. How to use a vision to get its power to motivate to action?
- **How to use psychology to strengthen responsibility, independence and healthy relationships in a team?** You will discover the Transaction Analysis model (according to E. Bern) in team relations and the importance of the Dramatic Triangle (according to Karpaman) in building effective teams.
- **Coach's tools in the hands of the manager:**
 - techniques that trigger commitment through values,
 - techniques based on changing beliefs,
 - questions triggering responsibility and a sense of influence
- You will learn techniques based on the psychology of emotions, thanks to which you will build the authority of a leader - a leader who develops, changes, motivates and inspires!



**You have any questions?
Feel free to contact us!**

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