

Charismatic Manager Academy level II

- A business-effective manager

#1 How to keep employees motivated? Principles and practical techniques - motivation 3.0

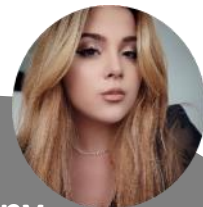
Almost every employee who takes up a new role is happy and motivated - this motivation can be easily spoiled by inappropriate motivation, and unfortunately this is what happens most often! Also, an employee who has been working poorly for some time will lose motivation. Therefore, at this level we focus on eradicating "weeds" and not destroying the motivation that every employee naturally has and which can be reborn on its own if it has the right conditions - a good manager:

- You will learn what mistakes in motivating and manager's behavior demotivate the employee,
- At the same time, you will learn reverse behaviors and ways that will bring the motivation of your employees back to the optimal level of a given person,
- You will learn the STAR technique in the context of motivating employee appreciation as strengthening "instant feedback"

#2 From feedback to enforcement and disciplining a reluctant employee

You will learn to provide your employees with constructive feedback, based both on the so-called pure feedback, as well as elements of the so-called feedforward . You will learn to escalate your techniques to the strongest ones when your previous requests, tips, questions and feedback have failed!

- **Feedback** - how to talk to an employee to gently draw his attention to "development" areas? I will teach you some powerful techniques that, when properly understood and used, will bring the desired results.
- **Feedback with feedforward** elements - when you want to provide appreciative feedback or when you want to accelerate positive changes and feedback alone is not enough: the ZFPUP technique.



Do you have any questions?

Please contact me

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- Does your employee not follow orders? Refuses? Or he says he will do something and doesn't do it? In your real professional situations, I will show you the most effective enforcement and discipline techniques in difficult situations. Everyone will practice these techniques from the perspective of the boss and the "disciplined" and experience their effectiveness: 4AS™ - an advanced original technique that you will take care of implementation and the relationship.
- Recovery program for subordinates - a practical tool and tips for the most difficult managerial situations.

#3 Delegation, settlement and performance assessment and dismissal

- **Delegation errors**
- You will see what mistakes 90% of managers make in the process of setting goals using goal setting sheets (e.g. MPD, MPO, IPD, etc.), as a result of which this process is a parody and periodic assessments are unfair.
- **How to delegate**, i.e. what language and phrases to use to delegate, depending on the effect you want to achieve, the employee's competences and your relationship - elements of neurolinguistics in delegation.
- SMART is not everything. You will learn our original SMART-UP model and discover **how to set goals** (and tasks) for employees:
 - at the operational and managerial level
 - learners and specialists/experts
 - creative and formulaic
 - committed and lazy
- **How to settle and evaluate**
 - **STAR+ZPZU** - extremely effective techniques for **fair evaluation** - both as part of "instant feedback" and conducting periodic evaluation conversations

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- What criteria should be adopted for settlement and evaluation to make it fair?
- How to determine objective and measurable success indicators?
- How to motivate to improve with a fair assessment?
- **How to fire an employee** by being honest and at the same time giving him encouragement and self-confidence for the future

#4 How to build trust and a real team?

- **5 Team Dysfunctions** - level I - you will receive 4 tools thanks to which employees will be more willing to help and cooperate with each other

#5 Situational team management - which management style to choose?

- **Sherman's 6 Levels** - how to adjust delegation to the employee's situation and competences to protect against mistakes and strengthen the employee's responsibility and proactivity
- **Situational management** according to Hersey -Blanchard - how to recognize an employee's maturity to optimally match the management style, tools and techniques:
 - R1 - enthusiastic newcomer
 - R2 - disappointed adept
 - R3 - competent-careful practitioner
 - R4 - independent expert
- How to match your management style to the situation and employee:
 - styles by Blake- Mouton
 - styles by Hersey -Blanchard