

MANAGING PEOPLE USING YOUR STRENGTHS



Length: 2 Days (8:30 – 16:30)

ABOUT THIS TRAINING

The world's best managers and the high-performing teams they lead rely on CliftonStrengths® to gain insight into their strengths - what they naturally do well. This course provides you with not only the essential management skills you need to succeed, but also with an awareness of how to use your strengths to maximise your impact as a team leader. Our Expert Trainer and Gallup Certified Strengths Coach have collaborated to provide you with the tools to build team engagement and manage your team for high performance.

WHO SHOULD ATTEND

All team leaders, supervisors and managers who would like to improve their people management and supervisory skills in the workplace, using their strengths.

WHAT WILL I LEARN?

- How your talents and strengths affect your ability to manage
- The value each person brings to the team and how different strengths work together
- The 7 critical skills required for success in your role as a manager
- The art of effective delegation – empowering yourself and your team
- When to coach, counsel and discipline
- How to plan, assess and measure performance
- How to motivate your team to achieve maximum team performance
- How to deal more effectively and confidently with conflict situations

COURSE OUTLINE

Module 1: Strengths & Talents

- Know your own talents and strengths
- Perspectives and managing expectations
- Discovering the value each person brings to the team
- Exploring ways to partner with other strengths

Module 2: Building Relationships

- Self-Awareness
- Social Styles

Module 3: Communicating Clearly

- Assertiveness
- Managing Conflict

Module 4: Plan, Organise, Lead and Control

- Importance and advantages of planning
- Improving performance through effective objective setting
- Basic steps in the planning and organising processes
- Long-term control – the most difficult managerial task

Module 5: Creating Accountability

- Effective Delegation - empowering yourself and your team
- Responsibility, authority and accountability

Module 6: Boss to Coach

- The 5 Essential Coaching Conversations to have with your team

Module 7: Effective Team Work

- Problem Solving techniques
- Keeping your team on track
- Motivating to achieve maximum team performance as a leader

Module 8: Leadership in Action

- The Four needs of followers
- Leading Change
- Inspiring others
- Developing People

Module 9: Team Building



WHAT IS CliftonStrengths®

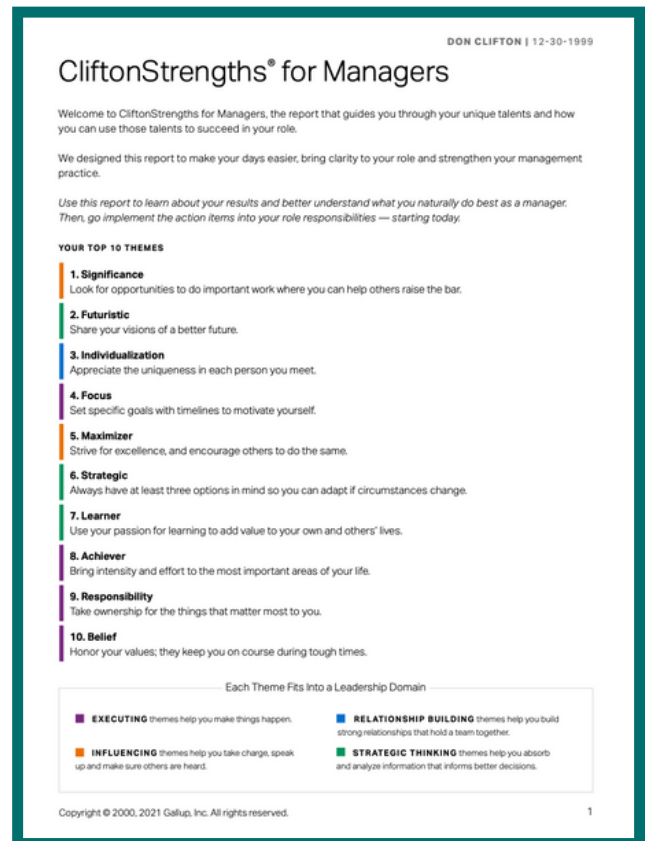
All people have a unique combination of talents, knowledge, and skills -- strengths -- that they use in their daily lives to do their work, achieve their goals, and interact with others. Gallup has found that when people understand and apply their strengths, the effect on their lives and work is transformational. Gallup's Clifton StrengthsFinder® is an assessment based on Positive Psychology and the result of 50 years of research. More than 16 million people worldwide have done the assessment and discovered their strengths.

THE ASSESSMENT

The Clifton StrengthsFinder® is a profiling tool used to identify the presence of natural talent in an individual. The assessment itself consists of 177 questions and takes about 30 minutes to complete through the Gallup website. Once completed, the assessment reveals your unique combination of strengths. The combinations of strengths are so unique, that the chance that two people share the same top five CliftonStrengths® themes in the same order, is an astonishing one in 33 million.

Use the assessment to:

- Discover what you naturally do best
- Learn how to develop your greatest talents
- Live your best life!



RECEIVE YOUR CliftonStrengths FOR MANAGERS REPORT

The CliftonStrengths® for Managers Assessment is included in the course price. All delegates will receive their individual CliftonStrengths for Managers report, which includes their top 10 strengths. The report helps delegates see how their unique strengths can make them, their teams and their organisations more successful. Self-awareness gained from taking the assessment provides the grounding for perspective change.

Pricing

WHAT'S INCLUDED:

- A trainer who is a subject matter expert
- A Gallup Certified Strengths Coach
- CliftonStrengths® for Managers Report
- Practical exercises, discussion and one-to-one feedback from the trainer
- Post course support to assist you in implementing what you have learned
- Digital Certificate of attendance
- A comprehensive learner guide packed with practical tips

WHAT THE CLIENT WILL PROVIDE:

Option 1: Virtual Training

- Fast, reliable internet connection
- Computer / laptop for each participant - capable of using the meeting software (Zoom or Microsoft teams) and fitted with a microphone and camera
- Printing facilities - should the delegates wish to print their course material before the training

Option 2: Face-to-Face Training

- The training venue, refreshments, and meals for the delegates and the trainer
- All audio-visual equipment: data projector, flipchart/whiteboard and pens
- Pen and paper for the delegates
- Trainer's air or road travel (@R 3.50 pkm) expenses and accommodation for training further than Johannesburg or Pretoria.

PRICING TABLE 2 DAY TRAINING COURSE:

Number of Delegates	Price per delegate for 2 Day Training Course (excl. VAT)	Total cost per group based on the number of people attending (excl. VAT)
4	R 9 250	R37 000
5	R 7 600	R38 000
6	R 6 500	R39 000
7	R 6 100	R42 700
8	R 5 800	R46 400
9	R 5 400	R48 600
10	R 4 900	R49 000
11	R 4 600	R50 600
12	R 4 300	R51 600
13	R 4 000	R52 000
14	R 3 800	R53 200
15	R 3 600	R54 000

*Terms & Conditions Apply. Prices change depending on number of delegates trained.
Please request a formal quotation.

