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## **The Business of Managing People course content (1-day)**

### **Course Description**

This The Business of Managing People is one-of-a-kind. This 1 day course, rooted in critical principles of psychology of management focuses on helping you understand your own behaviour and what motivates others. This course is aimed at: Developing skills to enable you to galvanize people, and to get diverse people to work together towards a common goal in the work environment. Giving you the ability recognize how people behave and think differently, have different skill sets, and how to integrate them into a cohesive and dynamic unit.

### **Target Audience**

Managers of employees, supervisors, middle management, executives, and team leaders (with their team members), including aspiring managers and those pegged to move up the ladder. This workshop will benefit entire teams as well individual employees who want learn more about themselves and others in the context of the work environment and at home.

### **Prerequisites**

Short term or Long term experience in managing teams of people.

## **Course Outline**

### **1. Collaborative leadership and managing staff resistance**

- 'Tap' into the expertise and wisdom and POTENTIAL of ALL your staff and learn how to increase staff 'buy-in' and commitment and reduce resistance.
- Identify what emotional issues are hijacking your team and how to use team conflicts to guide and assist your teams' growth.
- Determine root cause of conflict and how to use conflict as a managerial strategic tool.
- Create an environment of accountable and responsible team players.
- Understand different levels of MOTIVATION; identify what drives you and why, and what drives your team.

### **2. Understand Yourself and your role**

- Assess your own LEADERSHIP STYLE, its effect on your staff and potential 'blind spots' in your leadership style that may negatively impact on your team.
- Complete your own Individual STS brain profile to discover what part of the brain you use with the greatest speed and efficiency, termed your Specialist Mode.
- Identify if you are working outside your Specialist Mode, and consequences thereof.
- Debrief and explore how your brain profile affects your work, your future career, and even home relationships, interest, talents and skills.
- Capitalize on your innate capabilities to enhance effectiveness of FLOW (when one is totally engaged and enjoying a task or activity).
- IMPROVE COMMUNICATION: Identify how your Specialist Mode impacts on your communication style.

### **3. Understanding your TEAM**

- Learn how to identify your colleagues and/or managers Specialist Modes and how to communicate more effectively based on their brain profile.
- Learn how to manage a team with different Specialist Modes and how to create OPTIMUM, INTEGRATED AND DYNAMIC TEAMS.
- Identify your client's Specialist Mode and how to communicate more effectively.