Develop empowering for High-Potential Managers

Empowering management is the art of creating an environment within which a given leader's or manager's personnel can grow, learn, take initiatives and responsibilities, feel empowered enough to make decisions, take measured personal and professional risks, develop their autonomy, experiment new performance solutions, focus on achieving results and generally increase their organization's value.

Empowering management consequently rests on people skills. In a systemic way, these indirectly help reduce costs and turnover, increase quality, develop responsibility, manage time effectively, set challenging goals, increase reactivity to market variations, permit internal people-development, consolidate individual and collective engagement, strengthen company culture, increase client fidelity, etc. The list is incredibly long. In fact today, there are practically no measurable reasons to avoid implementing an effective empowering management style within any maturing organization's culture.

For the systemic leader or manager capable of creating such en empowered environment, there is also a lot to gain: more time and energy for strategic thinking, to develop more effective networks in the organizational environment, to prepare to face the increasing complexity of today's business environment, to plan for longer-term transformation, to prepare for their own future career, etc.

Course Outline

> **CO-CREATING AN EMPOWERING RELATIONSHIP**

- Presentation: Inclusion of participants. Training process presentation. Introduction to empowerment contexts facilitated by communication tools and strategies.
- Introduction to the empowering managerial attitude and posture (dialogue versus discussion) and its relevance for effective leaders and managers.
- Definition of the work groups (manager, employee, observer), operating process.

MANAGEMENT THEMES :

> Creating an empowering relationship and environment to allow for emerging solutions when:

- Hiring
- Negotiating goals
- Designing presenting projects
- Evaluating personnel
- Mentoring
- Problem-solving

> Each leader or manager will set personal goals to implement the newly acquired skills within their professional environment in specific situations, with deadlines in order to measure their powerful impact.

- Definition of "target" situations and people to practice skills on the job.

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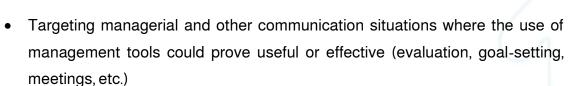- Targeting managerial and other communication situations where the use of management tools could prove useful or effective (evaluation, goal-setting, meetings, etc.)
- Personal follow up dates and reality checking.

Who should Attend?

This program concerns all high-potential leaders and managers who wish to learn how to use performing behaviors, strategies and tools in their professional (and personal) environments. Among others this practical training can also concern, recruiters, sales representatives, HR professionals, internal trainers, coaches, etc.

➤ **THE MANAGERIAL ART OF DEVELOPING PERSONNEL GROWTH AND AWARENESS**

- Presentation/Inclusion of the participants, training process presentation.
- Revisit of the on-the-job work and experimenting implemented between the sessions
- Revisiting the "empowerment" context facilitated by communication skills and strategies. Review of the specific empowering manager posture and attitude (dialogue versus discussion)
- Definition of the work groups (manager, employee, observer), operating process.

➤ **PERCEIVING AND MANAGING TEAMS WITH A "SYSTEMIC APPROACH"**

- Presentation/Inclusion of the participants, training process definition.
- Revisit on-the-job experimenting and practice between the sessions
- Revisiting of the "empowerment" context facilitated by manager communication tools and strategies. Reminder of the specific empowering manager attitude and posture (dialogue versus discussion) and its relevance in delegation.
- Definition of the work groups (manager, employee, observer), operating process.

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➢ CONTRACTING SKILLS IN MANAGEMENT

- Presentation/Inclusion of the participants, training process definition.
- Revisit of on-the-job experimenting and implementing between the sessions
- Revisiting of the "empowerment" context facilitated by manager-coach communication tools and strategies. Reminder of the empowering management attitude and posture (dialogue versus discussion) and its relevance in leadership.
- Definition of the work groups (manager, employee, observer), operating process.

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