



SHOULDER_{TO}SHOULDER LEADERSHIP

PROGRAM DETAILS:

- 6-Month Leadership Coaching Program
(3 group sessions + 1-on-1 coaching)
- 4-10 Participants
- 3 half-day training sessions

TOPICS & CONCEPTS COVERED:

- Business Performance & Results
- People Development & Relationships
- Productivity & Time Management
- Goal Setting
- One-on-One Employee Meetings
- Employee Engagement & Retention

PROGRAM RESULTS:

Participants will walk out of this program with a clear understanding of their expected business results.

SMART personal and professional goals will have been created both individually and with each of their team members.

Managers will be consistently meeting with their employees one-on-one to discuss performance and goals.

Employee Engagement will improve (This is measured at beginning and the end of the program)

CONTACT JAMIE TODAY:

Book a complimentary strategy session to customize a program like this for your team

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SHOULDER TO SHOULDER LEADERSHIP

YOUR TRIAL & ERROR APPROACH HAS CONSEQUENCES

Your managers want to develop their leadership skills, but who has time for that?

Amidst all the competing priorities, distractions, overflowing to-do lists and overloaded calendars, it can be tough to carve out time to work on something that sounds really good but is hard to measure, often uncomfortable, and doesn't necessarily provide immediate gratification.

And even when managers find opportunities for leadership training and development... it doesn't stick.

The result is a shotgun approach to management. 100 ideas run through a leader's mind and without knowing where to focus and without having confidence in a single strategy, well, why not try and do it all?

This trial & error approach has consequences. Consequences that include apathetic, unproductive and unengaged teams, resignation letters from high potential employees, flavour-of-the-week buy-in, and ultimately manager burn-out.

That burn-out drives managers off the floor, away from their team members, and into their offices, because they have their own 'stuff' that needs to get done... and the snowball grows.

AN APPROACH THAT ACTUALLY MAKES SENSE

This program gets down to the fundamentals of management and helps managers focus on what truly matters - their business results and their people. The biggest leadership challenge that managers face is how to balance the need to drive results and take care of their people. This coaching program teaches managers how to strike that balance so that they can confidently lead a fully engaged and incredibly successful team... without the casualties of trial & error.

It's all about shoulder-to-shoulder leadership; knowing how and when to jump in and get their hands dirty and then knowing what to do and how to lead from the front lines. It's about setting expectations, communicating expectations, demonstrating expectations and building relationships at the same time.

3 STAGES SHOULDER-TO-SHOULDER LEADERSHIP

While it's important to start with the end in mind, it's essential to build the right foundation.

THE FOUNDATION: Through this half-day training, we look at the core responsibilities of managers and address the importance of producing results and developing people.

(Followed by 8 weeks of one-on-one coaching/application)

THE APPROACH: This half-day training goes in depth on what it means to be a shoulder-to-shoulder leader, how to set and accomplish goals, and how to help employees find the correlation between performance at work and personal achievement.

(Followed by 8 weeks of one-on-one coaching/application)

THE BRIGHTER FUTURE: This final half-day training provides managers with the tools and systems to build a team identity, communicate vision, and consistently deliver results that foster a fully engaged team.

(Followed by 8 weeks of one-on-one coaching/application)