



<b>Middle Managers &amp; Superintendents</b>	1	1	1	1	1	1	1	1	1	1	1	1	1
--	---	---	---	---	---	---	---	---	---	---	---	---	---

## Time Allocation - Topics

### 20% Performance Clarity

- Reduce your teams turnover- with timely coaching and feedback
- Linking your coaching and feedback to accomplishing your teams goals
- The role of coaching and feedback with your top-performers

### 10% Mastering the Art and Science of Coaching and Feedback

- The impact on your coaching and feedback on your teams morale
- How to target your coaching and feedback for Millennials

### 10% What Great Leaders Do Differently

- Providing custom coaching and feedback for each of your team members
- Few managers (10% ) have the total package
- Triple your chances of getting promoted

### 20% The Behaviors of Great Leaders

- Linking coaching and feedback to your companys accountability system
- How to link coaching and feedback to staff members performance
- Connecting your coaching to managing up- to your manager

### 30% Aligning Your Personal Growth & Development to Your Career Goals

- Learn strategic skills and steps to apply your coaching to Millennials
- Design your personal Individual plan in this workshop- to grow as a manager
- Target your performance coaching development- toward your next promotion

### 10% Reading the Correct Style of Coaching for Each Team Member

- Linking coaching to delivering results for your team-delegation
- Reduce the amount of time you spend following up on assignments with staff

## Focus

### Primary - Leadership Development

Accelerating Performance Improvement, Adaptability, Creativeness, Decisiveness, Initiative, Leading Change

### Secondary - Planning/Organizing

Leveraging Continuous Improvement Processes, Building Teamwork, Problem Identification, Evaluating Alternative Solutions, Developing Specific Plans, Determining Required Resources

### Tertiary - Executing/Controlling/Evaluating

Executing Performance Improvement Initiatives, Decision Making, Delegation, Coordination

## Level

Introductory Intermediate Advanced

FOR REGISTRATIONS PLEASE CONTACT: **Cindy Smith**

Phone: **Office: +1 (440) 572-6041; Cell: +1 (440) 570-2292** Email: **cleveland@ims-online.com** Website:

**www.ims-online.com**