



From Player to Coach: Making the Successful Transition to Management

Session Details

Faculty: Dr. Michael Woodward Date: Thursday, November 14, 2019

Location: Pacific Energy Center San Francisco Sign In: 8:30 AM
851 Howard St., San Francisco, CA 94103

Phone: 415-973-2277 Session: 9:00 AM - 4:00 PM

Session Description

The transition from star player to team coach is a tremendous leap. All too often new managers are thrown into challenging circumstances with limited support and resources. With increasing globalization and the move to virtual environments, managing is more complex than ever before. As an organizational psychologist, Dr. Woodward believes that effective management is rooted in understanding the psychology of human nature.

Biography

Michael Dr. Woody Woodward, PhD is a CEC certified professional coach trained in the field of industrial and organizational psychology. As a consultant and professional coach, Dr. Woody works with both private and corporate clients on building management/leadership capacity and the psychology of career engagement in the New Economy. Dr. Woody is the founder and president of New York-based consulting firm Human Capital Integrated (HCI). As a consultant and coach, Dr. Woody has worked with management and executive level clients at such organizations as: Bacardi USA, SAP, Century 21 Real Estate, and Department of Homeland Security. Prior to founding HCI in 2005, Dr. Woody served as a management and human resources consultant for PricewaterhouseCoopers Consulting (PwC) and as a project manager for IBM Business Consulting Services in Washington DC. Dr. Woody is author of the Amazon.com top selling job book *The YOU Plan: A 5-step guide to Taking Charge of Your Career in the New Economy*. Dr. Woody has also published award winning research on teamwork titled *Cooperation and Competition: The Effects of Team Entrainment and Reward Structure* (Woodward et al, 2005).

Guide to Participant Selection

Department	Admin	Distrib	Engr	Finc	H.R.	Legal	Mktng	IT	Or	Plng	Pchsg	R&D	Sales
Senior Executive (Pres. Exec & Sr VP)	3	3	3	3	3	3	3	3	3	3	3	3	3
Executive (VP & Gen'l Mgr)	2	2	2	2	2	3	2	2	2	2	2	2	2
Senior Managers (Div & Reg. Mgrs)	1	1	1	1	2	1	1	1	1	1	1	1	1
Middle Managers & Superintendents	1	1	1	1	1	1	1	1	1	1	1	1	1

Time Allocation - Topics

- 20% The Values Compass Understanding the Role of Values in Managing** (discussion and card sort exercise)
 - The Role of values in managing and leading Identifying and articulating your five (5) core values

- 15% Critical Conversations Having those tough talks about performance**
 - Why management all comes down to conversations
 - A model for conducting critical conversations

- 10% The Trust Factor Creating a team bond**
 - A five-component model for building trust
 - Creating familiarity: The key to building trust among colleagues and staff

- 15% The Art of Persuasion Influencing others to action**
 - Influence vs. power: Changing minds not just behavior
 - A model for building influence

- 15% Getting Out of the Weeds Letting go through delegation**
 - What to let go of and when to do it!
 - An opportunity to develop your staff

- 20% Know Your ROTs: Developing Management Rules-of-Thumb**
 - The three ROTs: Red, yellow, and green rules of thumb
 - Knowing and effectively using your ROTs

- 5% Committing to Action (individual exercises)**
 - What are you going to commit to doing?
 - When will you have it done and how will you measure success?

Focus

Primary - Leadership Development

Adaptability, Commitment, Communication, Decisiveness, Developmental Perspective, Empathy, Interpersonal Relations, Motivation

Secondary - Planning/Organizing

Decision Making, Use of Authority, Delegation

Tertiary - Executing/Controlling/Evaluating

Problem Identification, Evaluating Alternative Solutions, Developing Specific Plans

Level

Introductory Intermediate Advanced

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