



Managerial Courage: Five Skills to Increase Your Effectiveness

Session Details

Faculty:	Margaret Morford	Date:	Thursday, August 20, 2020
Location:	Forest Hills Country Club 36 Forest Club Dr., Chesterfield, MO 63005	Sign In:	8:30 AM
Phone:	(636) 227-5030	Session:	9:00 AM - 4:00 PM

Session Description

This seminar builds a talent management strategy around five Principles that go far beyond basic management rules. These Principles challenge normal management concepts and require participants to look at each employee they manage and formulate a development plan and/or communication strategy that best fits the individual. Each of the Principles is discussed in depth and numerous real work situations are used to illustrate how to get a better outcome for the organization and the individual that goes far beyond that one encounter. Not only do participants get useful day-to-day tools, but leadership strategies to use in numerous other business situations.

Biography

Margaret Morford, J.D. is CEO for The HR Edge, Inc., an international management consulting and training company. Previous to owning her own company, she was Sr. Vice President, Human Resources Consulting for a national consulting firm out of Winston-Salem, North Carolina. She has a BS degree from the University of Alabama and a JD degree from the Vanderbilt University School of Law. She is the author of Management Courage Having the Heart of a Lion and The Hidden Language of Business Workplace Politics, Power & Influence. She has served on the Board of Directors for various corporations and charities.

Time Allocation - Topics

20% Courage as a Leader

- Defining Management Courage
- Understanding the Five Principles of Management Courage
- Evaluating your current Management Courage

20% Interpersonal Strategies and Tools

- Adjusting your communication to the person with whom you are dealing
- Going beyond the facts to get better outcomes
- Verbal scripts for tough business conversation

40% Courageous Conversations

- Addressing the employee that is not currently promotable
- Talking to the employee that is dissatisfied with their compensation
- Discussing professional appearance with an employee of the opposite gender
- Dealing with the employee that isn't stepping up or taking on additional responsibilities
- Handling employee mistakes without destroying morale

20% Bold at work

- Questions to test your Management Courage
- Instilling Management Courage in your day-to-day activities

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