

# Module Overview

| Early Days  | The People Dimension  | The High Performing Team   | Developing Others  |
|---|---|--|--|
| <b>Check in</b> <ul style="list-style-type: none"> <li>Objectives</li> </ul>                            | <b>Check in</b> <ul style="list-style-type: none"> <li>Reflections</li> <li>Your Q2 and “big rocks”</li> </ul>      | <b>Check in</b> <ul style="list-style-type: none"> <li>Reflections</li> <li>Objective setting</li> </ul>           | <b>Check in</b> <ul style="list-style-type: none"> <li>Reflections</li> </ul>  |
| <b>Attributes of a good Manager</b>   | <b>Communication #1</b> <ul style="list-style-type: none"> <li>The challenges</li> <li>Breaking barriers</li> </ul> | <b>Teams</b> <ul style="list-style-type: none"> <li>Stages of formation</li> <li>Keeping them effective</li> </ul> | <b>Communication #2</b> <ul style="list-style-type: none"> <li>Influencing strategies</li> <li>High value questions</li> </ul> |
| <b>Behavioural Shifts</b> <ul style="list-style-type: none"> <li>Challenges and expectations</li> </ul> | <b>Behavioural preferences</b> <ul style="list-style-type: none"> <li>Behavioural flexibility</li> </ul>            | <b>Meetings</b> <ul style="list-style-type: none"> <li>1:1</li> <li>Team meetings</li> </ul>                       | <b>Feedback</b> <ul style="list-style-type: none"> <li>Purpose</li> <li>SAID and EBI</li> </ul>                                |
| <b>Case study</b> <ul style="list-style-type: none"> <li>Issues and strategy</li> </ul>                 | <b>Motivating your team</b> <ul style="list-style-type: none"> <li>Why and how?</li> </ul>                          | <b>Adapting your management style</b> <ul style="list-style-type: none"> <li>Skill/Will</li> </ul>                 | <b>Introduction to coaching</b> <ul style="list-style-type: none"> <li>The challenges</li> <li>The GROW model</li> </ul>       |
| <b>Prioritisation</b>   | <b>SMART objectives</b>   | <b>Delegation</b> <ul style="list-style-type: none"> <li>The mechanics</li> <li>When, why and how</li> </ul>       | <b>Action planning</b> <ul style="list-style-type: none"> <li>Stop/Start/Continue</li> </ul>                                   |
| <b>Overnight</b> <ul style="list-style-type: none"> <li>Q2 matrix</li> </ul>                            | <b>Overnight</b> <ul style="list-style-type: none"> <li>Objective setting</li> </ul>                                | <b>Overnight</b> <ul style="list-style-type: none"> <li>SAID model</li> </ul>                                      |  |