

THE
PEOPLE
PIECE

MANAGER DEVELOPMENT

TRAINING AND COACHING FOR VALUES-DRIVEN ORGANIZATIONS



The greatest driver of employee retention, engagement, productivity, and happiness is effective management. From motivating employees and generating buy-in to giving critical feedback, working out disagreements, and holding others accountable, effective managers need to master the practical skills it takes to bring out the best in every employee. Our approach is to customize manager development programs to address your unique people and culture. Our trainers and coaches equip new and seasoned managers with tools and competencies to lead results-focused teams with high rates of productivity, engagement, and retention.

LEVEL 1 FOUNDATIONAL PROGRAM ELEMENTS

1. Discovery Activities

We learn more about your culture, business and people to design impactful development solutions that deliver results.

2. Program Design

We work with you to set specific learning objectives that will best advance your goals, then customize formats, content and scenarios unique to your culture, organization and everyday challenges.

3. Program Kick-Off

We gather program participants for an engaging virtual hour to hear from your managers, make connections, generate inspiration, and provide an overview of the weeks and months to come. (60 mins)

4. Virtual Skills Training Workshops

We run your managers through 3, 2-hour workshops focusing on some or all of the following topics:

- Delegation, expectations and motivation
- Effective feedback and communication
- Ownership and accountability
- Employee coaching and development
- Balance, resilience and self-care

5. Group Coaching

In order to help make sure the learning sticks and translates into sustainable action on the ground, we follow each workshop with a group coaching session to reinforce concepts, learn from application, and drive accountability for manager improvement. (3 x 60 mins)

6. Program Evaluation & Recommendations

We evaluate pilot programs and provide you with focused recommendations on broader organizational issues that impact effective management at your company. (60 mins)

7. Program Communications

We produce and deliver communications before and after each session, including session goals, links, resources, and any pre or post work.

8. Digital Assets

Our digital worksheets, toolkits and reference guides enable managers to apply their learning through relevant, accessible, and easy-to-use resources:

- 1-page worksheet for each workshop
- 6-page Manager Fundamentals Toolkit

In addition to our Level 1 Foundational Program, we offer three additional programs: Level 2 **Management Skill Development**, Level 3 **Driving Behavior Change** and Level 4 **Transformational Manager Development**.

#1

The #1 reason people leave their jobs is poor management.

(The State of the American Manager, Gallup, 2015)

“I’ve never been to a training session that left me eager to learn more about the subject matter. Managing people terrified me before but now I welcome the challenge. Thank you for sending me out into the world with the tools I need!”

Holly McHale, Workplace Project Manager, Index Exchange

Interested in learning more? Contact us for a free 30-minute introduction.
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