Driving Results Onsite Live Workshops

Boss Builder Academy Driving Results Onsite Workshops are the most efficient way to train a small group of Bosses (between 10 and 30 participants) if you prefer live training at a location of your choosing.

This program, if delivered from start to finish, is three-days long. We can deliver it for you in half or one-day increments if you like.

Benefits:

- Interactive training and the opportunity for live skills practice.

- Opportunity to weave current participant challenges into the workshop.

- No travel expenses for attendees.
  If you're interested in us bringing our training onsite to your organization, we are happy to oblige. Here is our standard course offering. Scroll to the very bottom for pricing.

Driving Results **Onsite Instructor-Led Program**
Purpose:

The main purpose of this training is to better prepare people managers in addressing the many employee issues that arise day to day in their busy schedule.

- Working and communicating with employees.

- Resolving conflicts before they become larger issues.

- Developing the performance of individuals and teams.

- Improving systems, processes, and decisions.

Driving Results Onsite Live Courses

This program will be delivered onsite and facilitated by one of our certified, experienced Boss Builders professional trainers. You will have an opportunity to chat with them before your session to address any nuances of the group and get a chance to ask them any questions.

Driving Results is modualized and can be delivered end-to-end in three days or broken up into half-day, one-day, or two-day events. Training is invoiced at a per-day or, when applicable, half-day rate.

Driving Results **Program Description**

The ***Driving Results*** program is designed to teach basic management skills in an interactive format through the use of assessments, lecture, discussion, skills practice, and video clips. It consists of the following classes that can be delivered individually or in modules over a three-day period.

Module 1: Embracing Your Role as The Boss
Duration: 1 hour

Description:
The role of a manager is challenging considering the numerous changes you'll face. To be successful we need to balance the needs of the people against the needs of the organization. To do this requires new skills. In this module, participants will learn how to:

- Embrace your role as The Boss.

- Navigate the changes in your role such as managing former peers and associates.

- Identify the right style to use in driving performance

Module 2: Building Relationships for Results
Duration: 4 hours

Description:
Building Relationships for Results is designed to show you the importance of good communication, your default behavioral style, and how to build rapport with others. In this module, participants will learn how to:

- Develop better emotional intelligence.

- Improve their communication styles.

- Eliminate communication barriers and personal biases.

- Embrace the strengths and weaknesses of their behavioral styles.

- Minimize the worst and maximize the best of interpersonal conflict.

- Work to achieve win-win solutions.

- Take charge of harmful emotions.

- Be assertive while showing empathy.

Module 3: Driving Results
Duration: 6 hours

Description:
Driving Results is designed to give you tools and techniques to become an effective manager of performance. In this module, participants will learn how to:

- Use diagnostic tools such as the *3-Legged Stool of Great Performance™* and the *M-4 Development Model™*.

- Diagnose performance issues through the use of effective feedback.

- Coach employees for success using the *PULL™* methodology.

- Delegate more effectively.

- Diagnose and improve team cohesiveness.

- Facilitate career development conversations.

- Ask better, more effective questions.

Module 4: Engaging Employees
Duration: 2 hours

Description:
Engaging Employees is designed to give you tools and techniques to develop a culture of motivation and engagement In this module, participants will learn how to:

- Define "Engagement" in a practical and useful manner.

- Identify 12 common motivational drivers.

- Create an environment where engagement thrives.

- Take action to minimize restraining forces on a culture of engagement.

Module 5: Improving Systems and Processes
Duration: 3 hours

Description:
Improving Systems and Processes is designed to give you tools and techniques to better run your department and be seen as a critical thinker. In this module, participants will learn how to improve systems and processes through the use of:

- Gap Analysis

- Root Cause Analysis

- Flowcharting

- The Fishbone Diagram

- Brainstorming

- The Affinity Diagram

- Run Charts

- Change Perception Model™

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Module 6: Planning and Prioritizing
Duration: 4 hours

Description:
Planning and Prioritizing is designed to give you tools and techniques to manage more effectively by looking strategically at data and situations and make more informed decisions. In this module, participants will learn how to improve planning and prioritizing through the use of:

- The Circular Causal Loop
- The Cost of the Problem™
- What Would Have to Be True? Model
- The Pre-Mortem

Module 7: Your Power and Influence
Duration: 2 hours

Description:
Your Power and Influence is designed to give you new data regarding your own personal power and your most comfortable styles of influence. In this module, participants will learn how to:

- Identify personal power and influence.
- Develop strategies to grow these bases in an organization.

Module 8: Navigating Organizational Politics
Duration: 2 hours

Description:
Navigating Organizational Politics is designed to give you tools and techniques to better leverage your power and influence to get your team seen, heard, and respected. In this module, participants will learn how to:

- Identify the correct attitude towards organizational politics.
- Recognize the factors that give politics an unfavorable reputation.
- Take active steps to leverage politics for professional success.

Driving Results Workshop (per day)
$3,500.00
Boss Builder On-Site (1/2 day)
$1,750.00
Printed Workbook and Assessment (per attendee)
$60.00
(prices do not include trainer travel and expenses)