

Managing people and performance

frameworks
FOR CHANGE

**2 DAY PROGRAM
EXCELLENCE IN MANAGEMENT PRACTICE**

Management is an art and a practice. Done well it creates a thriving healthy productive workplace. Done poorly it leads to stress, disengagement and low morale.

Yet too often we take our best technicians, throw them into the role of the manager with the 'sink or swim' method of induction, and then expect them to be great managers. This works as well as you would expect.

The good news is that like any other critical skill, management can be learnt, developed and improved.

Great managers ► great places to work ► great work.

Designed specifically to develop and support excellent management practice, Frameworks' Managing People and Performance program leaves managers inspired and empowered to manage people well, providing them with a kit of simple tools and strategies that are immediately and powerfully applicable on their return to work.

2 Day Program Details

For more information please contact
Frameworks for Change
E admin@frameworksfc.com.au P (03) 6224 8854
frameworksforchange.com.au

Be inspired and empowered to manage people well.



'Your role as team leader [manager] is the most important role in any company. And who your company chooses to make team leader is the most important decision it ever makes'

– BUCKINGHAM & GOODALL 2019

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Previous attendees' feedback

Program content and approach

- Our role and identity as a manager, stepping in and stepping up
- Managing time and priorities so we have the time to manage
- Communicating expectations that get the best results
- From performance systems to systems that support
- Coaching, developing, supporting for high performance
- Giving feedback in a way that makes a difference
- Difficult conversations that get results

The program is interactive, mixing models and concepts with a range of opportunities to practice skills and frameworks.

The content is based on contemporary theory and practice including some of the most recent research in growth mindset, feedback and performance system design, as well as leadership, engagement and cultural development. Materials include a comprehensive reading and reference list.

This course should be mandatory for all managers and supervisors!

The course was brilliant, from start to finish – was great to switch off and concentrate on my development.

Excellent, real life stories and experiences added to the learning. Interesting content delivered in an exceptional way.



Who should attend?

New managers seeking a range of simple and effective strategies designed to assist them to be great managers.

Experienced managers who are keen to build on, reflect on, or refresh their skills.

Managers, team leaders and supervisors who want to build great teams and a high performance culture.

Presenter

Helen Rees *Frameworks for Change*

Described as having an encyclopedic knowledge of how to manage people to be at their best, Helen brings a practical and engaging approach.

With a background in community services and organisational development, a passion for learning and a commitment to change, she has spent the past 20 years working intensively with managers and leaders across the public, private and not for profit sectors.

She attended Harvard in 2018 where she studied the Art and Practice of Leadership Development with a particular focus on adaptive leadership and leading in a complex and changing environment. Her primary focus is the development of leaders and the transformation of workplace culture. She is the founder of the management consultancy Frameworks for Change and is a Master Facilitator, a Neuro-Linguistic Programming Master Practitioner, a lover of neuroscience and an avid explorer of new ways of working.



SOME RECENT CLIENT FEEDBACK ABOUT HELEN:

The presenter was phenomenal. Helen was clearly well versed in the content and was engaging and helpful.

Amazing presenter, I was always engaged. My mind can wander at some presentations - but not this one! There was so much valuable information to take in I really paid attention.

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