

## Are You Investing in High Performing Managers?

*"If organisations don't invest in developing high-performing managers, they may find better managed competitors racing past on the road to recovery...."*

CIPD 2011 1<sup>st</sup> Quarter Survey

To deliver business objectives, in the face of a challenge to do more with less, managers need to be skilled at increasing employee engagement and improving performance.

Do you know that **jml Training** offer **Leadership and Management Development Programmes**? Our programmes combine training, coaching and tutor feedback to enable each participant to identify and develop a confident and effective management style. Participants learn new managerial knowledge, techniques, skills and strategies and most importantly, learn how to make them work in practice.

The **jml Training** approach to management development is to maximise the opportunity for participants to develop enhanced interpersonal skills as a lever for organisational success as they increase their management knowledge.

The programmes emphasise:

- A strong focus on personal development.
- Goal setting for transfer of learning to the workplace.
- Close links with participant's managers to ensure 'on-the-job' opportunities to practice new skills and techniques.
- The concept of reflective practice as a key management tool to enable participants to think and act more strategically.

## Guided Learning

The participants develop a **Personal Portfolio** of course materials, references, group work check lists and their own notes and personal action plans.

Participants are provided with extensive **Reading Lists** to support their learning and are encouraged to reflect on their practice and application of new learning and experiences using a range of tools. They leave with a **Management Toolkit** to use and share with their teams.

## A sample of our programme content

- Communicating effectively
  - Developing effective interpersonal skills
  - Learning to influence and negotiate
  - Handling difficult conversations
- Managing and getting the best from people
  - Inspiring and motivating teams and individuals
- Developing skills of personal and team effectiveness
  - Planning and prioritising, delegating and productivity, developing personal resilience
- Leading and delivering successful change
  - Securing behavioural change, team learning and collaboration
- Developing a professional presentation style

**jml Training Leadership and Management Development Programmes** are designed to run over a period of several months and are best delivered on a four/six weekly cycle, allowing time for application of learning back in the workplace. The modules are interspersed with coaching to optimise personal insights and learning.

As we write all our own training material, programme content is designed for you, and to meet the needs of your organisation very precisely.

**Call us now on 01494 488787 to discuss your requirements or Email [enquiries@jml-training.com](mailto:enquiries@jml-training.com) [www.jml-training.com](http://www.jml-training.com)**

