

“Be better at managing people”

For any executive it is essential to be able to manage people. Much of our coaching involves helping people with this, but we also offer training courses for the key components.

Probably the most important element to managing people is to understand their motivation. When we're teaching people about this we focus on the interaction between motivation and outcomes, and how they interact to promote behaviour. We also look at what tools are available to really motivate people and get the best from them.

Next it is important to understand how people process information. Our training on this looks at the various functions that people use when processing information; how they develop preferences for each of them; and how the various functions interact within and between individuals.

Finally executives must have a process for actually managing employee behaviour. In this course we look in particular at setting goals and monitoring performance; delivering feedback and managing underperformance.

Ultimately we emphasise that all human behaviour serves a purpose. Understand the purpose and you have a much better chance of managing the behaviour.

Key Learning: All behaviour serves a purpose.

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