

# 15 WAYS TO TRANSFORM MANAGEMENT PERFORMANCE

Imagine what could happen if you raised the quality of people management in your organisation!

Raising the average quality of people management in UK firms by just 7% has the potential to add a massive £110bn to the economy.



## UPSKILL YOUR MANAGERS NOW

Here are 15 performance boosting management skills that will help your leaders and managers to massively improve the contribution of everyone around them...

### 1 ADOPT A COACHING APPROACH

Adopting a coaching style of leadership will help your managers harness the potential around them

### 2 DRIVE COLLABORATION

Being able to drive collaboration in and between teams will help your managers to drive better outcomes and results

### 3 MOTIVATE TEAMS

Understanding how to motivate others will help your managers to encourage higher levels of discretionary effort to meet and exceed goals and objectives

### 4 BUILD RESILIENCE

When your managers learn how to create a climate of support, where mistakes are reframed as chances to learn, their teams will be more agile and adaptable

### 5 CULTIVATE A COACHING CULTURE

Having the capability to cultivate a coaching culture will help your managers improve engagement, resourcefulness, performance and productivity on a wider scale

### 6 FOSTER INCLUSIVENESS

With the skills to promote an inclusive environment, your managers will develop a diverse, productive and cohesive team who feel valued and want to contribute

### 7 EMPOWER THE TEAM

Being able to empower their teams in everyday situations will give your managers valuable time back to focus on strategic and higher value tasks

### 8 NAVIGATE CHANGE

Possessing the skills required to navigate change will help your managers to overcome resistance and inspire and stimulate extraordinary outcomes

### 9 LEAD HYBRID TEAMS

Developing the skills to lead, motivate and bring together hybrid teams will help your managers avoid disengagement and prevent performance dips

### 10 LISTEN

Active listening skills will enable your managers to make better decisions about what support their team needs in order to unlock their full capability

### 11 ASK POWERFUL QUESTIONS

Knowing when and how to ask powerful questions rather than 'telling', will help your managers to increase resourcefulness, innovation and accountability

### 12 DEVELOP THE TEAM

The ability to have great developmental conversations will help your managers to accelerate the progress and effective contribution of their teams

### 13 GIVE FEEDBACK

Mastering how to give appreciative feedback will better equip your managers to recognise and reinforce positive behaviours that stimulate higher performance

### 14 GOAL SETTING

Managers who can help their teams to identify goals that move them one step forward will give their teams a taste for victory and the impetus to keep going

### 15 FOCUS ON ROI

A clear focus on how their management skills impact the bottom line, will keep your managers motivated to engage with their teams in a better way

STAR®

FREE 15-MINUTE CONSULTATION

STAR® is a 100% virtual multi award-winning management performance programme and is the EASY and PROVEN way to unlock the management capability your organisation needs to drive engagement, performance and productivity. It delivers 74 x ROI and transformational changes happen within 6-months. With no downtime required, leaders and managers at all levels, across all sectors, can quickly and easily develop these new and distinct STAR® Operational Coaching™ skills and start making a difference straight away.