



Advanced Managing People

ILM Endorsed (Institute of Leadership & Management)



Aims

This course is designed for managers, team leaders and supervisors who have some experience of management and want to widen their sphere of influence and further develop their overall management skills.

Objectives

By the end of this course you will be able to:

- Establish an effective method of people development.
- Link performance management, business needs and people development together.
- Use essential skills - leadership, motivation and coaching
- Commit to an action plan

Who Should Attend

For all managers, team leaders and supervisors who have attended our ILM Introduction to Managing People or who have some experience in management and want to further develop their management skills.

Course Content

- Identify the business needs
- Establishing current reality of the organisation
- What do I need to do to bridge the gap?
- Leadership skills – getting the team on board
- Identifying the development needs of your employees
- Tips for achieving your business plan
- Performance management – appraisal, paper exercise or motivational tool?
- Coaching skills – getting the best in 1 to 1 conversations
- Matching people, skills and business needs
- Managing and developing our teams through change
- Deciding on a development route – advantages and consequences
- Individual action plan

Duration

2 Days