€ TRAINING

Middle Manager Development

16 - 20 June 2024
Cairo (Egypt)

Middle Manager Development

REF: M1133 DATE: 16 - 20 June 2024 Venue: Cairo (Egypt) - Fee: 3520 Euro

Introduction:

The Middle Manager Development training program is a comprehensive initiative aimed at equipping mid-level managers with the skills and knowledge necessary to excel in their roles. Through a blend of theoretical learning and practical exercises, participants gain insights into leadership, communication, problem-solving, and decision-making.

Program Objectives:

At the end of this program, the participants will be able to:

- Demonstrate effective leadership skills, including communication, motivation, and conflict resolution.

- Implement strategic thinking and decision-making techniques to achieve organizational goals.

- Foster a culture of collaboration, innovation, and continuous improvement within their teams.

- Manage and develop talent, including performance evaluation, coaching, and mentoring.

- Navigate complex organizational dynamics and contribute to strategic initiatives and change management efforts.

- Drive operational excellence and achieve sustainable results in their respective areas of responsibility.

Targeted Audience:

- Mid-level managers seeking to enhance their leadership capabilities and management skills.

- Supervisors and team leaders transitioning into middle management roles.

- Professionals aspiring to advance their careers into middle management positions.

- Employees tasked with leading teams and departments within their organizations.

- Managers looking to develop a deeper understanding of organizational dynamics and strategic decision-making.

Program Outlines:

Unit 1:

Moving from Management to Leadership:

- The Difference between Management and Leadership.

- Appreciating the Five Essential Leadership Approaches.

- Displaying Transformational Leadership Behaviours.

- 21st Century Leadership Requirements.

- Leadership and Emotional Intelligence EI.

- Leadership and Organisational Political Skills.

Unit 2:

Understanding Yourself, Others & Organisational Cultures:

- Determining Your Own and Other's Personality Preferences.

- Using Personality Insights to Powerfully Influence Others.

- The Origin of Our Personal Attitudes and Resulting Behaviour.

- Understanding the Nature and Types of Organisational Culture.

- Signs of a Healthy Organisational Culture.

- Maintaining a Supportive Organisational Culture.

Unit 3:

Developing and Leading Your Team:

- Understanding Team Roles and Playing to Your Staffs' Strengths.

- Team Formation Stages and Team Dynamics.

- Displaying the Relevant Team Leadership Style For Your Staff.

- Motivation Techniques for Greater Commitment and Performance.

- Knowledge Workers and the Psychological Contract.

- Providing Effective Feedback and Criticism.

Unit 4:

Managing and Motivating Your Staff:

- Delegating Effectively.

- Setting Goals, SMART Objectives, and Personal Outcomes.

- Running Performance Appraisals that Really Work.

- Coaching, Mentoring, and On-the-Job Training.

- Praising Effectively by Acknowledging and Celebrating Achievements.

- Managing Upwards and Saying No Skillfully.

Unit 5:

Managing Change and Yourself Successfully:

- Understanding the Impact of Change On Your Staff.

- The Traditional Management of Change in Organisations.

- Managing Change More Effectively Using Insights From Neuro-science.

- Proactively Managing Your Career.

- Displaying Executive Presence, Gravitas and Confidence.

- Developing and Implementing a Personal Action Plan.