

HUMANagement

The Human Element



Organizations don't transform – people do. By changing behavior, our individual environment can make a significant shift from technical competence toward adaptive skill sets and management styles to create an optimal workplace.

Pre-Work:

- **Personal Values Indicator**
- **Myers Briggs Type Indicator**
- **The Judgment Index**
- **Multi Factor Leadership Questionnaire**
- **In addition to the instrumentation, each participant is to prepare a CURRENT BUSINESS CHALLENGE at work for planning and managing a resolution**

Day One – Understanding the Brain (and Belief Systems)

Day One Content: Emotional Intelligence – EQ and the new Neuroscience for understanding the mind, your own behavior and that of your employees

- Understanding the Reactive State versus the Creative State
- Communicating WITHOUT Criticism – Insight vs. Feedback
- Slow Brain – Fast Brain - The 3 Brains and Integrated Problem Solving – Achieving congruence for optimal results
- Which Positive Contributors Drive our Behavior? (Pre-Work)

- Personal Value Assessment Review
- Myers Briggs Type Indicator
- MLQ– a simple way to understand your Managerial Style
- Your Preference – People, Task or Strategy
- Coaching your people according to TYPE
 - The application of Myers Briggs to understand the 16 different Types (Coaching Manual provided)
 - Multiple coaching exercises and case studies

Day Two – Connecting Beliefs and Behaviors to Produce Results

Day Two Content: Managing for Optimal Results

- How to Show Up and Pay Attention – 2 practices Managers/Mentors must utilize
- Deep Listening - The Number One ***Manager as a Coach*** Skill
- Goals for Behavioral Change for an optimal management style– Triad assignments
- Manager as Coach – Additional practice sessions with opposite types for achieving coaching goals
- Five Levels of Focus – Where you choose to focus and how to use your time
- PRACTICUM –Through individual consultation with an Executive Mentor and the Triad members, an action plan is developed for the individual’s **business challenge** to be implemented over the next 30 days.
- Closing Exercise: Work Life Flow – How to manage your life at home and at work

30 and 60 days following the seminar, **one-hour** virtual session with the Triads on areas of focus: problem solving, success of goals, coaching assignments etc. Areas of choice are reviewed with the Executive Mentor.

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