

THE CHALLENGE

Having a committed and motivated workforce generating the best possible results are increasingly significant factors for the success of Organizations. Managing talent is a critical success factor today because if the organization does not meet the expectations and aspirations of these talents, it is a matter of time before they are lost.

It is the leaders, who, through proper talent management, push their teams to generate results ("*Leaders get people moving*" - per Kouzes in *The Leadership Challenge*). The big challenge is therefore what to do to "get people moving".

AUDIENCE

First Line Managers.

OBJECTIVES

Enable participants to manage their team effectively, keeping the individuals committed and motivated, especially regarding:

- How to develop of the team's individuals to the fullest of their potential by assessing their skills, providing development opportunities, and providing feedback and coaching.
- How to recognize the motivational factors of each member of your team.
- How to translate the objectives / metrics for the team and for each team member.
- How to achieve results through effective delegation.

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- 1 pre-webinar (2 hours, 2-4 weeks prior to workshop) to contextualize the program, and "to get to know" the participants / facilitator.
- One 24-hour workshop (3 days) using the experiential learning model:



- 1 post-webinar (2 hours, 4-6 weeks after the workshop), for updates and support on "going-forward".