



Personal Effectiveness for Senior Managers

Are your managers aware of their impact on their people?
 Are they working together in tackling the key issues and making the important business decisions?
 Are they getting the very best from their teams?

The value we bring is through opening your senior managers' eyes to how they can make changes which have significant impact in the way they collaborate, lead, delegate and motivate.

Our research highlights the impact of weak senior management

Unclear direction down the line

- ***Mixed messages prompting rife assumptions***
- ***Operational inefficiency: Up to 60% reduction in operational performance***
- ***Over 50% loss of potential revenues***
- ***Over 20% unrealised savings in costs***

Conflicting operational goals:

- ***Confused leadership: Over 80% reduction in team performance***
- ***Reduced motivation: Upto 75% increase in staff turnover***

Unclear portfolio of change projects across the business:

- ***Omission or duplication of uncoordinated effort:***
- ***Up to a 3-fold delay to projects due to reworking***
- ***Inflexible and poorly coordinated resourcing: Up to 50% increase in project costs***

What is different about our approach?

We believe that any changes a person makes need to be based on internal self belief – the key is really understanding oneself before considering the consequence of interactions with others.

The objectives of our programmes vary depending on need, but typically cover

- ◆ **Perception** - how we filter information and behave accordingly
- ◆ **Understanding self** - being clear of own strengths & weaknesses
- ◆ **Understanding different styles** - recognising and interpreting
- ◆ **Understanding the impact on teams** - consequences of style
- ◆ **Building self esteem** - self-belief in themselves self and others

In determining the most effective programme for your top team, we interview a selection of participants to understand where they currently 'are'. We then weave together an interactive programme which includes self-evaluation, team feedback, interactive workshops and coaching and development.

What techniques do we use?

For self-evaluation and 360° feedback we draw on a number of profiling tools and questionnaires including **Insights Personal Discovery**, **Myers-Briggs**, and our own **CTS Management Styles Questionnaire**. We explore an array of proven tools and approaches which help achieve commitment and results through their teams.

How does this tie back to performance and reward?

Throughout the programme we refer back to the importance of measurement of success and help participants link agreed actions to improve performance back to your organisation's performance and reward systems, through:

- ◆ Collaborating to agree aligned objectives for their teams
- ◆ Identifying how these objectives will be supported through coaching on the barriers and agreeing what support will be needed
- ◆ Determining how success can be measured

Would you like to discuss further?

Contact us on 01628 7711960 to discuss how we can help your organisation.