

Managing4Results™

From Development to Discipline



“The conventional definition of management is getting work done through people, but real management is developing people through work.”
—Agha Abedi



Managing4Results™

Do your Managers possess a proven, clear and adaptive roadmap for hiring, developing and disciplining their direct reports for organizational effectiveness?

Managing4Results™ is an intuitive, practical, and diverse teaching model which guides managers on how to focus their time and energy for optimal results. This model equips managers to apply precise behaviors at the right time to make the most of training, coaching and discipline.

Coaching, it turns out, is **NOT** the answer to all managerial efforts. However, when done at the right time, for the right reason and in the right way, coaching can influence direct report results, engagement and retention in the organization.

Organizations with superior leadership capabilities **outperform** their annual earnings goals by **20%**

The Managing4Results™ Model successfully draws on principles to support team members at different performance states and with differing abilities, needs and levels of autonomy. In particular, the Model provides a convenient and consistent guide for managers to assess their direct report's abilities and choose suitable managerial behaviors.

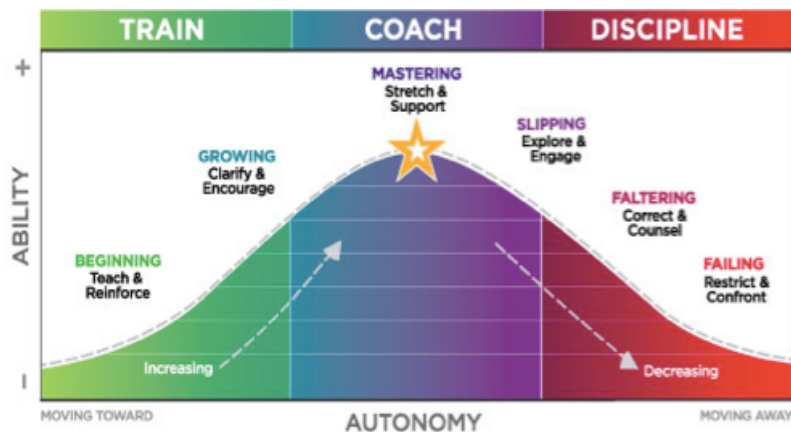
Effective managers know when to train, coach or discipline.

Managing4Results™ guides managers on the performance journey from the highs of developing talent to the lows of corrective action.

The Managing4Results™ Model gives power to effectively manage within with three key processes:

- **Training** Process
- **Coaching** Process
- **Disciplinary** Process

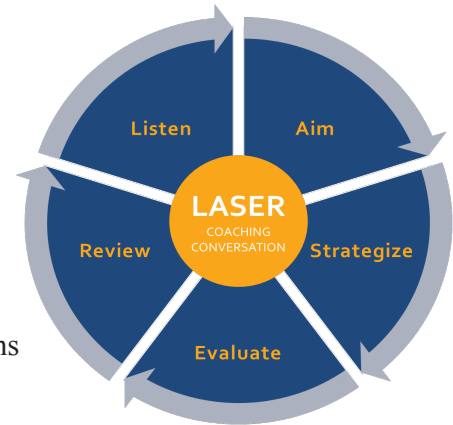
Research of managerial effectiveness reveals that leadership by the immediate supervisor is more important than any other organizational variable. Therefore, matching manager's behavior to the direct report's state increases confidence and competence of the direct report, while increasing engagement.



Managerial Goal: Recognize a direct report's state and apply the appropriate managerial behavior. When this goal is met, direct reports are groomed for success, meet current and future demands, are accountable and outperform their objectives.

Managing4Results™ Benefits: Organizations don't reach levels of performance, people do! By skillfully managing individuals and teams, managers achieve their results and the organization thrives and prospers. In addition, effective coaching with the LASER model equips leaders to get the most from their time, relationships,, efforts and actions.

- A clear and specific model for managing direct report performance and career advancement
- Easy managerial decision making about when to train, coach, or discipline
- Streamlined and strategic time management improvement
- Increased direct report engagement, productivity and growth
- Applying a functional coaching model to everyday work situations



What participants will learn:

- How to develop themselves from competent project managers to people managers
- Ideas, tools and processes for guiding managers to effectively manage individuals and teams
- How to precisely define and differentiate three processes of the management lifecycle
- Tools to immediately apply ideas toward building better organizations

What participants will be able to do differently after the training or coaching:

- Clarify when to coach and what type of coaching (performance, development, improvement) will best serve organizational goals
- Analyze and precisely assess performers' ability, autonomy and performance state
- Apply targeted behaviors for optimal results from training, coaching and discipline tactics

Managing4Results™ Service offerings:

- 1 or 2 day training sessions for supervisors through executives
 - › Included self assessment for identifying appropriate managerial behaviors
 - › Understanding how to apply the M4R model with all direct reports
- Licensing agreement for purchase
- Individual executive coaching on improving management competencies with the use of the model

At least 30% of the time, **poor leadership** is cited by people as a reason for **leaving the organization**

30 - 40% of variability in performance is a result of leadership

I can't thank you enough for a phenomenal job introducing the M4R model to Galderma. I truly believe this will provide us the opportunity to **“Create a Culture of Developing Others”** that Galderma has never seen before. This is not just a coaching model, it is investing in the growth of our people that this organization is starving for. Look forward to the continued partnership in the future.

~Bob Zimmerman

Behind Every Good Result is a Great Insight.

LOOKING FOR A BOXED APPROACH? **YOU WON'T FIND IT HERE.**

Our approach is an exchange; an exchange of dynamic listening and deliberate question asking. We ultimately identify the key leadership and talent factors that influence your organization's success. Applying our breadth of experience in working with companies like yours and people like you, we develop a model of your company's leadership culture, language, symbols and values.

As partners, we collaborate with you to mold, customize, and implement an application uniquely designed for your people, values, systems and strategies. Our consulting, training, coaching, and assessments serve to reflect your culture, even as they enhance your results.

OUR CLIENTS INCLUDE:

L-3 Interstate Electronics Corp	City of Oceanside
Alcon Laboratories	Ametek
HHSA, County of San Diego	City of Poway
Environmental Health, County of SD	Realty Income
CALPERS	Barney & Barney
San Miguel Fire District	J.R. Filanc Construction
Sharp Healthcare	San Diego State University
SANDAG	SD Housing Commission
Galderma Pharmaceuticals	UC San Diego
Tear Lab	ITW Space Bag
Havas Formula	ITW Valeron



Insights4Results

Developing Leadership Talent & Succession