

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.

- 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

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

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
- "Shovel ready" 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
- Individual executive coaching on improving management competencies with the use of the model

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

I've worked in the space of leading and coaching people for over 15 years, in an organization that places high value on coaching and performance management. I've not seen this kind of organizational acceptance and launch velocity to any management, coaching or development model we've ever utilized. So substantial, we're taking it global! Well done, Insights 4 Results! Your name and the model name speak for themselves!

— John Briggs, Director of Integrated Performance Development
Global Performance Development Department
Alcon Laboratories, Inc.

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 issues and successes. Then we apply our breadth of experience in working with companies like yours and people like you to 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, and systems, and strategies. Our consulting, training, coaching, and assessments serve to reflect your culture, even as it enhances your results.

OUR CLIENTS INCLUDE:

Children's Hospital, San Diego
L-3 Interstate Electronics Corp
Alcon Laboratories
Sony Electronics
T-Mobile
Cox Communications
HHSA, County of San Diego
City of Chula Vista
San Miguel Fire District
Mission Federal Credit Union
Scripps Bank
Discovery Bank
Havas Formula
Tear Lab

PETCO Animal Supplies
Ametek
City of Poway
Kleinfelder Engineering
Barney & Barney
J.R. Filanc Construction
San Diego State University
UC San Diego
Cal State San Marcos
TEC Worldwide
AIG/SunAmerica
ITW Space Bag & Valeron
PCI Global
Galderma



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Developing Leadership Talent & Succession