

Management & Personal Development

The person who has the greatest impact on retention is the direct Manager or Supervisor of the employee. And yet many managers do not understand the impact their behaviour has on the environment their people work in, or how to create an environment where people want to perform at their best.

The number one priority for managers today is to create a work environment where people want to, and can perform at their best. Only then will they retain the best people.



The Management Development Process™ (MDP) has been designed with the ultimate goal of turning your Managers into Leaders. It addresses the development needs of managers in the current work environment as we move towards fewer layers of management, more empowered workforces and a need for greater personal responsibility.

We start by developing the managers' knowledge and skills needed to manage their work environment rather than directing their people. Then move on to the skills needed to build trust, and coach and counsel their employees.

A set of fifty behavioural competencies that are necessary for success are measured before, during and after the process using an online 360-degree assessment... the [Management Development Competency Assessment](#).

MDP is not a quick fix program. Developing effective leaders and changing the environment takes time. MDP focuses on building skills over an 18 to 24-month time frame with the managers completing on-the-job application exercises between a series of training modules.

The Management Development Process™



Team Building & Development

For teams to be effective they must be clear on why they exist, what they have to achieve and what each team member has to contribute. The Team Development Process™ (TDP) starts by measuring how clear team members are on their purpose, vision, values and goals and goes on to look at factors that may be stopping the team from achieving their goals.

Developing an effective team takes time and will not be achieved by sending the team off on a 2-day team building program. Our aim is to work with intact teams and move them through storming and norming to becoming a high performing team over a 12 to 18 month period.



Throughout TDP the team learns how to communicate more openly and directly with each other and how to value what each individual brings to the team. The process results in a high level of trust and uses a shared leadership approach to continuous improvement in processes and customer satisfaction

The Team Development Process™

