

# Managing People for Results

**Leadership is priceless commodity and the source of business salvation in an ever changing world. Leadership is the worst defined, least understood personal attribute possessed by some human beings. Yet business growth is directly related to the quality of leadership delivered.**

People do different things for different reason. Based on their experiences, each individual brings a unique and complex set of values, motivations and perceptions to the workplace.

Team performance is directly related to the collective values, maturity, motivation and morale of the team members. Based on these issues, each team develops a unique culture and sets unwritten ground rules for standards of behaviour and work performance.

The leadership challenge in todays competitive work environment is to achieve the task objectives, develop the team into an effective, supportive unit and to help each individual reach their potential.

This program promotes the key people management attributes necessary to achieve business excellence through personal example and application of key ideas to build motivation and morale.

Leadership flexibility is a hallmark of management competence. This is especially so in dealing with conflict, developing performance plans, coaching, counselling and mentoring to achieve high staff motivation and performance.

This is a practical program for managing people with direct application to the realities of the Australian workplace.

### RECOMMENDED FOR:

People who need to achieve results through others in a business team environment to create motivation and support for business success.

### PROGRAM OUTCOMES

At the conclusion of this program, participants will have:

- Awareness of the importance of workgroup culture in the achievement of high levels of motivation within the business.
- Criteria for an effective team to measure against their own workplace team leadership experience.
- Specific skill checklist for effective counselling and coaching performance and behaviour issues they may need to address in their leadership role.
- Understanding of the myths and realities of motivation and how to promote a positive and supportive workplace.
- Understanding of the importance of team empowerment.

### PROGRAM OPTIONS

- One Day Workshop – Supported by workbook/manual
- Seminar/Conference Presentations also available.

### PROGRAM CONTENT

#### What Makes a Highly Effective Team?

- Henry Ford said “Coming together is a beginning, staying together is progress, working together is success” The session develops a checklist of attributes for high achievement teams in business and professions to measure against the realities of the participant's workplace.

#### The Leadership Impact on Team Performance

- Leadership is the key ingredient in building a positive and supportive workplace to create motivation and high morale. How quality people management comes through exceptional people skills combined with high self-esteem and motivation.

#### The Work Team Culture

- How a work culture evolves and how teams often develop a set of unwritten ground rules that powerfully influence attitudes and group behaviour. How this can impact on the level of motivation and willingness to take on new responsibilities and embrace empowerment.

#### Counselling & Coaching

- The program develops a checklist of skills and attitudes necessary to achieve quality outcomes when counselling and coaching performance issues and developing plans etc. Why an assertive and professional approach is most effective.

#### Flexible Leadership

- The concept of flexible leadership is developed with different styles necessary depending on the maturity and motivation of the team or individual. How the expectations of the leader can powerfully influence the culture of the team.

#### Motivation: Myths & Realities in a Changing World

- Key concepts on how individuals and teams respond to motivational factors in the workplace. The program develops the principle motivators that lead to enhanced work performance and how motivation need be nurtured by the leadership group within a highly effective work-team.

#### Team Performance Check List

- A 15 point check list developed specifically for teams in the Australian workplace, to provide a code of excellence, to respect diversity within the group and provide a yardstick for performance.

#### Team Empowerment, Opportunity or Obligation

- Practical issues to focus on effective empowerment within a team. Why in many cases empowerment is seen as empty rhetoric rather than a powerful tool for performance.

### Presented by Brian Greedy

Brian is one of Australia's leading professional speakers and trainers in business development.

Each year he delivers over 150 speeches, seminars and workshops for clients in all states, NZ and the UK.

He draws from over 20 years grassroots business experience in management, marketing and sales, including the development of highly successful food distribution business from start up to a multi-million dollar turnover.

An engaging and inspiring presenter with a pragmatic “how to” approach in communicating his knowledge makes him one of Australia's most sought after conference and seminar speakers.

**“Brian is one of the finest presenters in Australia and his ability to create a stimulating, non threatening learning environment with such practical content is outstanding”**

**John Atkinson HR Manager, M G Kailis Group, Fremantle WA**

Read more of what others have said about Brian Greedy's programs at [www.briangreedy.com](http://www.briangreedy.com)



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