

DYNAMICS OF MANAGING MANAGERS TM

Introduction

There has probably been more written about the topic of leadership and People Management, than any other subject in business or management. And, a more recent paradigm is to differentiate Leading from Managing. Sometimes we find people who are great managers, but not so good at leading, and vice-versa, people who are great leaders, but not so good at managing.

As the title of this program is 'Managing Managers', both aspects – Leading and Managing will be explored but, with the emphasis on people skills.

However, culture is another major influence on style. There are some distinct differences between Asian and Western management styles.

These are some of the core issues that are addressed in this workshop.

Workshop Contents

- Influence of Personality, Gender and Culture on Thinking
- Leadership and Management: An overview
 - Leadership as both a science and art
 - Leading as more right brained
 - Managing as more left brained
- Leading versus Managing
- Your job as a Leader and / or a Manager of Managers
- Managing Managers is Different from Non-Managers
- Leadership and Personality
 - What Talents and Traits are needed
 - Motivation, Drives, and Charisma
 - Leadership styles
- Managerial Motivation
 - Leadership and Motivation are inseparable
 - How to Motivate Managers
- Some Cultural models
 - Asian versus Western
 - Individualism versus Collectivism
 - Hierarchy versus Egalitarianism
- Managing and gender differences
- Assessing future development needs
- Personal Development Action Plan (PDAP)

Learning Objectives

By the end of this program, participants will

- Understand how, personality, gender and culture influence thinking, emotional and learning styles.
- Recognize a range of different thinking styles and types related to this program.
- Understand the core concepts of the science and art of leading and managing
- Appreciate how differences in gender influence style preferences
- Know the difference between Leading and Managing
- Appreciate how managing managers differs from non managers
- Explore the concept that a leader's charisma, personality and natural style is more nature than nurture
- Understand that some aspects of leading and managing can differ in Asian and Western cultures
- Understand the role that motivation plays in managing managers.
- Assess their own level of competence as a manager – in terms of knowledge, skill, talents, attitudes and values

Workshop Methodology

A key and unique feature of this workshop is that all participants will complete a personality traits survey form, resulting in a detailed personality profile. This will enable participant's to discover their own preferred cognitive and emotional styles, which in turn can strongly influence the dynamics of thinking and learning relating to this workshop .

Workshop design incorporates a variety of methods to both stimulate active learning and appeal to the mix of participants preferred learning styles. Building on participant personality profiles, a number of interactive exercises, games and group discussion help them to understand the different thinking skills needed. Where appropriate, selected multimedia, video or power point visuals augment a comprehensive manual of notes. The workbooks are professionally laid out, appealing to the learner and capturing key learning points and post workshop actions

Workshop Duration

This can be designed as a 1, 2 or more intensive 3 day workshop, subject to client's needs.