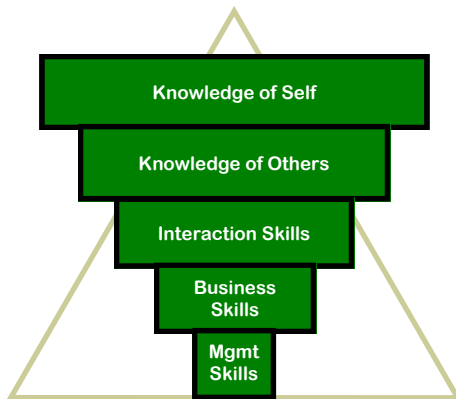


MANAGEMENT TRAINING NOT WORKING?

None of us would build a structure like this:



Yet so many times when employees are promoted to managerial positions, we immediately send them to training to learn some management skills. Sounds like a good idea at the time, right?

See if this scenario sounds familiar:

You promote Robert to a management position. He has a good head on his shoulders, has been a great individual contributor, and is very effective at "getting things done." Sometime after his promotion, you send him to management training.

As Robert starts to turn in management reports, you realize that he's never had to do reports before. You feel it is necessary to hone his business skills, and so you send him to more classes. He comes back jazzed and invests a lot of time perfecting his management reports.

While Robert's reports are now easy to read, the group is no longer meeting their deadlines. You're now hearing rumors of morale problems on his team. You begin to second-guess his managerial ability. Even after you sent him to motivation and interaction training, you see little to no results.

All the training Robert received has not resolved his main issue. Worried that his reputation as a manager will be permanently tarnished, not to mention the turnover and business impact to your department, you decide it's time to pay for a 360 Survey.

This is his LAST CHANCE!

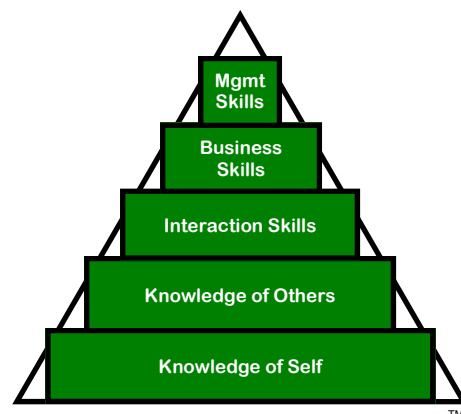
Sequencing isn't just for physical training:

Our good intentions often go awry when we build skill sets in the wrong order. Management and Business Skills are needed in managerial roles; however, they need to be built on a solid foundation. If the footers and foundation are not properly laid, the cracks will become evident over time...and then we arrange more training to "fix the cracks."

All the studies we've ever read tell us that the people skills are the most important part of a manager's toolkit and that they spend approximately two-thirds of their time interacting with others, yet we often overlook training the "soft" skills and move straight into the management and business skills.

Think of a world in which managers would learn first about themselves: their tendencies, strengths, and weaknesses. Next, they learn how others differ, what they need, and how to interact with them effectively. THEN, once the most important part is built (the foundation), we cap it with the business and management skills that round off an effective manager.

Just imagine that world—a world of upright pyramids, strong foundations, and effective managers—let us help you create it!



Author: Cynthia Beale, MBA,

Training Director & Co-creator of DISC The Game™

Editor: Steven Settimo, PMP,

Consulting Director & Co-creator of DISC The Game™

Stecin Leadership Solutions LLC

www.StecinLeadership.com