



Boost Confidence & Results With Team Management And Motivation Skills

Managing and Motivating A High-Performance Team In-house group workshops



Learn how to build and lead a motivated high-performance team

Preparing your managers with the skills and techniques they need to get the best out of their teams is enormously beneficial to your business and the person being trained. Especially if they are:

- New to leadership
- Responsible for getting an existing team back on track
- Faced with significant change
- Long-serving managers in need of a refresher

Without the right training managers can only guess how to manage

Managing and getting the best out of people is one of the most important and challenging roles in any business. Yet, most people walk into management positions ill prepared because they:

- Were chosen for years of service or expertise, not people skills
- Don't have the training to understand, motivate and coach staff
- Never had a boss or mentor who taught them how to lead a team

And of no fault of their own, this too often leads to:

- Underperformance, low morale and high turnover
- The manager feeling they have failed and are ineffective
- A poor team culture, stress and negativity

Groupe Amplify teaches executives at any level the knowledge, techniques and practical skills required to manage, lead & motivate.

Best Suited For:

- Organisations wanting to develop their upcoming leaders to establish a cohort of leaders capable of being further promoted.
- Executives promoted yet needing practical skills and behaviours to better manage and motivate their direct and indirect reports

What Is Learned:

- The Magnificent Seven habits of good managers
- Motivation audits and defining the team's 'Way-Of-Working'
- How to set SMART objectives that people both commit to
- Situational Leadership & the performance management cycle
- Achieving time/effort balance between: Tasks; Team & Individual
- How to direct and coach people to achieving a successful outcome
- Feedback: how to give/receive effectively
- Handling difficult conversations & conflict resolution

Key Benefits:

- Managers become more efficient and effective
- Develop managers into leaders
- Better leadership, higher staff satisfaction and retention



Structure Of Full-Day
Interactive Workshop
6-9 People

Practical, tailored training for all levels of managers

- Get the best out of people while giving them greater job satisfaction
- Motivate during change processes or uncertain times
- Gain a commitment to high performance
- Improve operating efficiency and effectiveness

Session 1 - Defining 'High Performance' And What Managers Do To Help Or Hinder

- Defining 'High Performance' and its main benefits
- Identifying what 'good' managers do versus 'bad managers' Actions: Attitudes; Behaviours & Values
- Defining 'Performance Management'

Session 2 - Getting The Team On Track

- Implementing a 'Motivation Audit'
- Setting team objectives that are 'Aligned, Cascaded and Agreed'
- Setting clear expectations through SMART goals: Specific, Measurable, Agreed, Relevant and Timely

Session 3 - Getting The Right Balance

- What good managers do to be flexible and divide time and energy across 'Tasks – The Team – Individuals'
- Using the 'Situational Leadership Model' of Directing, Coaching, Supporting, Delegating to take into account the task and the competence of the individual or team to do that task

Session 4 - Performance Management

- Applying the 'Performance Management Cycle' to ensure people are effectively guided, given feedback and continuously improve
- Using simple models to 'Coach' people: The GROW model and 4 Key Questions to ask that will identify the right actions and the best support the manager can give

Session 5 - Giving And Receiving Productive Feedback

- The 6 essential steps to avoid a 'disaster' & achieve success
- The 'What/Why' framework for either re-enforcing positive behaviour or outlining what needs to be improved and how to do it
- 'Good Managers' ask for 'negative' feedback to improve themselves

Session 6 - Managing Conflict

- 'Difficult Conversation': how to prepare for & conduct them
- Identifying and managing the 5 main types of conflict styles
- How to identify and leverage 'Common Ground' using the PIN model: Position – Interests - Needs

POST WORKSHOP

- Access to the 'Do-ABLES' toolkits
- 30 day access to coaching & advice from Groupe Amplify CEO Neil Ross who will impart 30 years of team leadership experience: QANTAS Group General Manager Of Global Marketing; Managing Director of advertising agencies Smith Ross & Muir; DDB Sydney; McCann-Erickson Sydney



Transform Your Organisation And Drive Success

Developing A High-Performance Leadership Team



Our program for developing a high-performance leadership team

A leadership team that acts collectively, and regularly performs at the highest level, can transform an organisation and drive success.

However, several, if not all, of the following dysfunctions, handicap most leadership teams:

- Low levels of trust and respect amongst the team's executives
- A fear of conflict
- Lack of commitment to implement and support decisions made
- Inadequate accountability
- Lack of focus on achieving the organisation's goals

Without shared attitudes, skills and behaviours, leadership teams don't know how to 'come together'

Typically, leadership team executives are experts in their field, yet they inhibit the team performing effectively because they:

- Focus only on their own objectives and results
- Regard others in the team as competitors
- Have different personalities and operating styles
- Lack the requisite skills required of a true team player

To overcome these barriers executives need to share a common approach, values and behaviours, while improving their own abilities. Our program does this, enabling them to 'come together' to improve the prosperity of the organisation.

Best Suited For:

Typically, the executive team is being reshaped or it's evolving such as when:

- Organisations need to respond to a changing marketplace
- A new team is being created and needs to hit the ground running
- A new leader's appointed and changes membership significantly
- An existing team is not performing as well as it could
- A team is already highly effective but is driven to improve

What Is Learned:

Behaviours, actions and skills that:

- Improve team trust and respect for all members
- Develop mutual commitment and accountability
- Accommodate conflicting viewpoints and enable constructive debate that leads to consensus
- Leverage diversity of members to develop innovative solutions to both problems and opportunities
- Creates authentic verbal communication that is passionate, powerful and persuasive
- Develop interactions with people in a way that connects and develops rapport and influence



Program Delivery
6 months

Key Program Benefits

- Greater capability to deliver the targeted results
- Faster and better response to changing circumstances
- A more competitive and more sustainable business
- Executives who are more satisfied, happier and productive
- Lower turnover of people at executive and staff level

Discovery

- Confidential one-on-one discussions with each participant to identify what they perceive as being the main areas of need and opportunities for improvement across the team
- This is where trust and rapport are developed with our program head, Marc Scamps

Debriefing

- The discovery 'findings' are shared with the CEO
- A project brief is then agreed

Program Design

- A customised program is developed and presented to the CEO for comment, revision if required, and then approval

Individual Coaching Sessions – 6 x 1.5 hours per executive

- Designed to allow each executive to perform to their best both individually, and as a key team member
- There are 6 x 1.5 hour discussion and coaching sessions per exec.
- The first two sessions are four weeks apart
- Then there is a Group session
- Then each round of individual coaching is followed by a Group session

Group Sessions – 3 x 4 hours

- These sessions are carefully facilitated by Marc Scamps to take the team on a specifically designed "journey of growth".
- The sessions will address the key opportunities for higher performance by amplifying strengths and minimizing "blocking" behaviours

What's Delivered

- A team that is performing more cohesively and delivering more timely, better quality outcomes
- A more enjoyable and satisfying team environment managed by confident, resilient team members

Time Investment

- The overall timespan is 4 – 6 months depending upon people's availability
- Time invested per executive is on average less than 1 hour per week over the program



Give Your Business An Edge With Powerful Skills Training

Communicating

Collaborating

Motivating



Valuable skills that develop your people, your teams & your success

We're specialists in interpersonal skills training across the areas of communicating to, collaborating with, and motivating other people.

Through powerful, customised and easy-to-follow training, we help you equip your executives with the skills, tools and techniques they need to:

- Speak confidently, engagingly and persuasively to any audience
- Inspire, educate and bring about action and change
- Generate buy-in and support for proposals
- Win new business pitches
- Solve business problems collaboratively, creatively and effectively.
- Build and lead motivated, high-performing teams
- Develop better business relationships

Based in Sydney, Groupe Amplify clients include corporate and government organisations across Australia.

What We Do ...It's Different!

Our workshops and seminars are full of insights, and exercises that involve people in applying what is learned to their world. People tell us they love the experience because it's fun and relevant.

Our approach is to:

- Avoid complexity and information overload
- Provide people with a range of practical skills, behaviours, techniques and processes useable the next day, and every day
- Be easily recalled and applied through simple tool kits that contain the Do-ABLES

It's what we call our 'Alchemy' and it's the difference that delivers practical skills with practical impact.

Expert Knowledge

Neil Ross is the founder and CEO. His experience gained with QANTAS as Group General Manager Of Global Marketing, and in leading several major advertising agencies, has been woven into each workshop. This is 'real-world' learning combined with the best knowledge gathered from experts in each field.



Our 'Alchemy' Programs



Communicating

Compelling Presentations

- Two Workshops of 6-7 hours each – up to 9 people - customised
- **Also:** Event communications strategy; Content development and Script writing; Rehearsals and Performance coaching

Speaking Inspirationally

- One-day Workshop – up to 9 people OR ½ day Briefing for 25
- **Also:** Keynote addresses; Event consulting; Script writing; Rehearsals & Performance coaching

Executive Communication Skills Development

- Practical, powerful and confidential training for busy leaders
- Customised program that can span across communicating leadership, writing great words, performance coaching and more



Collaborating

Working Collaboratively To Creatively Solve Problems

- One-day workshop – up to 9 people - customised

Building Better Business Relationships

- One-day workshop - up to 9 people - customised



Motivating

Managing & Motivating A High-Performance Team

- One-day workshop - up to 9 people - customised
- Executive Team Coaching

Developing A High Performance Leadership Team

- Highly customised program combining individual and executive team coaching sessions
- Program spans 5-6 months