



# HUMANagement

*Manager & 5 Subordinates – 6-10 Participants – 2 Days*

The course is an immersion into the **theory and practice of management** defined by Jeff Patnaude:

*“The manager has two areas of management responsibility: Their own behavior and the environment where their people work.”*

Utilizing **The Judgment Index**, **The Motive Questionnaire**, **Assessing Your Managerial Style** and **The Managerial Climate Survey**, essential data is collected weeks prior to the start of the course from the manager’s perspective and five subordinates and serves as a foundation for extraordinary learning and change.

## **Day One – Managing a High Performance Style**

Emotional Intelligence and keen awareness is the single most important factor in contributing toward successful management. Utilizing **The Judgment Index** for assessing 78 areas of personal and professional management and EQ – Emotional Quotient, this day then examines the results of **The Motive Report**. Each participant discovers how *Achievement, Affiliation and Power* are primary forces that drive their behavior. This then leads to the discovery of the six primary management styles of the Manager’s behavior:

### ***Situation Specific Styles***

**Pace Setting**  
**Social**  
**Coercive**

### ***High Performance Styles***

**Directive**  
**Participative**  
**Coaching**

Feedback from the self-report and subordinates report help the participant shape their goals for enhancing the High Performance Styles and avoiding the more common Situation Specific Styles.

**Costs:** To be determined by location of the program and the number of participants.

*Minimum of 6 participants– maximum of 10*

## Day Two – Managing the Unit-Team Climate

There are six dimensions of a high performing work – unit climate that every successful manager must utilize:

### **Short-Term Dimensions**

**Clarity** – The degree to which employees understand work goals and job requirements

**Commitment** – The level of commitment to goal achievement

**Excellence** – Setting high standards and commitment for continuous improvement

### **Long-Term Dimensions**

**Responsibility** – Feeling responsible for their work and being self-motivated

**Recognition** – Employees feeling as if they are recognized and rewarded for doing good work

**Teamwork** – Employees feeling a part of a team and pride in their work unit.

The Manager again receives feedback, this time about his/her work climate- the self-evaluation as well as the subordinate's perception and then begins to plan what changes to make for a healthier work place.

### **Managing Your Career and the Coaching of Others**

**Work/Life balance and Energy management**

**Coaching your Direct Reports**

**Giving and receiving feedback**

The Patnaude Group Inc. is an international training company that helps business professionals of all levels realize their potential while developing strong leadership skills. The executive leadership and management programs created by The Patnaude Group Inc. have played a critical role in creating long-lasting relationships with Fortune 500 companies, including Cisco Systems, Hewlett-Packard and Blue Cross Blue Shield. Corporate programs are developed to meet specific company needs and support the overall culture of an organization. Whether an international technology firm or a small, non-profit organization, our training programs are designed to maximize the capabilities of every participant.

**Thank you for your interest in our HUMANagement. For more information about The Patnaude Group Inc., please call 540-270-6825 or visit [www.patnaude.com](http://www.patnaude.com).**

**We look forward to serving your training needs.**

