



MANAGEMENT ESSENTIALS

The practical emotional intelligence tools
every manager needs to build performance

Training Materials for Developing Human Performance

Management Essentials are six workshops to equip every manager with the most important tools for the people-side of their job. The curriculum strengthens performance with a powerful framework to understand the job of managing people, and practical tools to make it happen. This program is part of the **Developing Human Performance** series; complete modules every development professional can use to build the skills leaders need every day. These workshops blend engaging learning and powerful content with the perspective of emotional intelligence experts.

The kit includes an account to administer the Brain Profiles, a powerful toolset to distill the SEI (a well-validated psychometric assessment of EQ) into one page of insight. There are four different versions used across the various workshops. See www.6seconds.org/brain for details.

Introduction – Background, Theory, Learning Design, and License Agreement.

EQ on the Dashboard – Emotions drive people, and people drive performance. Using the “Dashboard” from the Brain Profiles, managers learn how to make this formula work. This module introduces managers to key ideas for working WITH people by understanding a little about emotional intelligence as a key driver of performance.

Essentials of Trust – Recent Chartered Institute of Personnel Development (CIPD) reports have found that Trust – or lack of it – is going to be one of the biggest leadership issues in the coming years. This module explores aspects of trust and leverages the Brain Brief Profile to build more productive and trusting relationships.

The Challenge of Change – The real challenge of change is rooted in neurobiology – the human brain wires itself to respond in a particular way. This module helps people gain insight into ways they can successfully navigate change by forming new and lasting connections utilizing their Brain Talents.

Igniting Motivation – Employees perform optimally when leaders inspire and engage by providing meaning, freedom to innovate and building trust. This module helps managers see that different kinds of motivators drive different kinds of performance with different people.

Enhancing Teamwork – This module supports performance by helping managers understand the meaning of “team” and the key drivers of team performance. Topics include fostering a climate where divergent viewpoints contribute to innovation – while also building collaboration and harmony.

Accelerating Execution – The climate the manager creates within the team/organization supports or undermines the ability to generate results. High performance grows when managers create the conditions for execution by increasing focus, creating accountability, and increasing the quality of feedback. In this module, managers learn a framework of the keys to execution and how they can leverage and develop their own capabilities to best support their teams to achieve quality results.

Each module includes PowerPoint® slides, handouts, videos, and a detailed step-by-step facilitator guide. Each session is around 2.5 hours.

For more information, please email staff@6seconds.org

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www.6seconds.org/dhp