

# Leadership and Management Training



The Bernard Group offers customised high performance training for leaders and managers.

## Customisation of High Performance Leadership and Management Training

The THINK WORK SMART program is customised around the roles, responsibilities, job requirements, leadership/management behaviours and tough work situations experienced by an organisation's leaders and managers.

- + Training groups have between 10 and 20 participants.
- + Participants receive the 100 page High Performance Mindset at Work Handbook.
- + These workshops can be offered over one or two consecutive days or weekly across a more extended time period.

## Content of High Performance Leadership and Management Training

- + High performance organisational framework:  
From vision, mission, culture and strategy to high performance
- + What does latest research reveal about the differences between higher and lower performing organisations?
- + Indicators of high performing organisations and how they can be measured
- + Capital of high performing organisations
  - » High performance skillsets for leading teams and managing people
  - » Mindset of high performance. Why people excel at work
  - » High performance conversations (teams, individuals)

## Specific Benefits

Leaders and Managers will:

- + Gain greater awareness of the characteristics of high performing organisations, leaders, managers and teams
- + Acquire common language to discuss high performance
- + Develop a range of 'high impact' leadership and management behaviours when leading teams and managing individuals
- + Break 'old habits' and display greater capacity to deal with change and agility
- + Be prepared to receive and give performance-based feedback at team and individual meetings as well as in informal conversations

For more information contact:

### The Bernard Group

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- + Demonstrate less stress and greater effectiveness in dealing with challenging work situations including interacting with difficult people
- + Strengthen elements of a high performance mindset including:
  - » High performance work beliefs (e.g., self-direction, optimism, high frustration tolerance, respect, support, feedback, self-acceptance/self-regard, authenticity, positive focus)
  - » Behavioural strengths (e.g., confidence, persistence, self-management)
  - » Overcome common, internal 'blockers' to high performance (e.g., procrastination, anxiety)
- + Display greater self-awareness, confidence, calmness under pressure and effectiveness/productivity

An additional benefit is that as a result of the implementation of the high performance leadership and training program, a culture of high performance will become embedded in a variety of practices and workplace behaviours that will become the norm of leaders, managers and team members.

Contact

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