

Management Team Programme



ManagementWorks
Learn Lead Succeed



Overview

The ManagementWorks Management Team Programme provides an opportunity for your business to develop your visual strategy, implement practical visual management tools and develop the leadership and management capabilities within your business in a flexible and affordable manner.

The programme utilises the futureSME business model which was developed as part of a major cross-European project funded by the EU Framework 7 project and is accredited by the University of Strathclyde. The business model provides a strategic and operational framework, specifically developed for SMEs, to optimise organisational competitiveness and establish sustainable growth. LEAP is the licensed provider of futureSME in Ireland.



Objectives

- Develop a visual roadmap for your business
- Establish clear goals and strategies for delivering the visual roadmap
- Develop a focused and committed Management Team
- Create a companywide shared vision of success
- Embed business disciplines across the business
- Develop the ability to anticipate and manage change before your competitors

Who is it for?

Ideally the Management Team, including the Managing Director/Owner Manager, should participate in the programme.

How is it delivered?

This programme is provided to the company in-house and is delivered in two full day and four half day sessions over a period of up to three months.

Cost

ManagementWorks is an initiative of Skillnets and is supported by the Government's Action Plan for Jobs 2014. The programme is highly subsidised and costs €3,500 +VAT.

Act now

This programme will be delivered by LEAP, the licensed provider of the futureSME methodology in Ireland. If you are interested in the Management Team Programme contact us today.

LEAP

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ManagementWorks

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Workshop 1 - Part 1: Pre-Programme Business Capability Diagnostic

The futureSME Business Capability Diagnostic will assess the business in terms of four key capabilities – strategy, operations, management, and adaptability. To assess these capabilities, eight indicators are used which collectively show the adaptive footprint of your business: Leadership; Strategy; Innovation; Agility; Operating Model; Process Management; Performance Management; Governance. The outputs of the Business Capability Diagnostic will form the basis for identifying priority areas for the business to address.

Workshop 1 – Part 2: Visual Strategy

- Understand strategic planning and how best to apply it to your company
- Build your visual strategy: Vision, Mission, and the Business Model Canvas
- Develop ownership and responsibility across your management team so they can clearly commit to implementing the strategy

Workshop 2: Visual Management

- Determine how to implement your visual strategy using visual management tools, developing your goals and strategies and supporting lines of actions for your company
- Clarify roles and responsibilities of the Management Team to ensure focus and discipline is applied to the delivery of the agreed goals
- Identify how to ensure active visible progression against the strategies

Workshop 3: Enabling Strategic Execution

- Determine effective performance disciplines for your company
- Identify the organisation structure to enable successful implementation of the strategy
- Determine capability gaps in your company to ensure controlled management of progress
- Finalise KPIs

Workshop 4: Leadership Capability – Disciplined Thought

- Identify limiting individual and collective beliefs and how to address them.
- Determine key habits that will change collective behaviours
- Develop a highly effective collaborative decision making framework for the management team
- Learn how to generate collective ownership, focus and disciplines

Workshop 5: Management Capability – Disciplined Management

- Find the right people – Map behaviours to values
- Set expectations – Use of the GROW Model
- Motivate
- Develop – Play to strengths

Workshop 6 - Part 1: Leading Change – Disciplined Action

- Determine progress in implementing the strategy.
- Assess application and effectiveness of Visual Management tools.
- Determine how to address resistance to change
- Verify new habits are taking hold
- Agree how to sustain momentum

Workshop 6 – Part 2: Business Capability Diagnostic

In Workshop One the business completed the Business Capability Diagnostic to assess their current level of capabilities in key areas across the business. In this final workshop of the programme the business will complete the diagnostic again in order re-assess the level of performance within the key capabilities and to evaluate the level of improvement from the initial diagnostic.