

## **MANAGEMENT STYLE**

<b>LOCATION</b>	<b>DURATION</b>	<b>No. of DELEGATES</b>	<b>COST per person</b>
Off-site	2 days	6 - 12	£500.00

**This course will enable you to play to the strengths in your natural management style while also giving you the ability to use other management styles, in a deliberate and planned way, as and when necessary**

### **OUTLINE**

Individual management style does not usually develop according to what works best. Managers are not sufficiently flexible, objective and pragmatic to be able to analyse individuals and situations dispassionately enough to make best decisions at the time. Management style is frequently driven by pressure and stress. When these are at high levels managers habitually revert to their usual style, whether it is effective or not.

Many managers are largely unaware of their personal management style, unclear about its strengths and weaknesses, ignorant of its impact on others and unable to vary it much according to the requirements of different situations and individuals. A small improvement in any of these areas will have an exponential effect on your ability and results as a manager.

Constant awareness of your management style, the ability to tune it to the situation you are in and to the differing motivation, commitment, skills, attitude, needs, moods, strengths and weaknesses of the individuals you are managing, results in individuals who strive to do their best, teams which are effective and successful performance.

### **AIM**

To understand your own Management Style and how to alter this as and when necessary.

### **OBJECTIVES**

To understand your own Management Style, when it works well for you and when it doesn't.

To understand alternative Management Styles.

To identify what kind of different situations require different management styles.

To understand how different individuals respond differently at different times to different treatment.

To be able to deliberately choose an appropriate management style at times of stress and pressure.

### **OUTCOMES**

A clear understanding of your own management style.

The ability to use your natural management style, with other styles as appropriate, to achieve results.

An understanding of the practical relevance of this to your required performance as a manager.

Ability to use a blend of management styles to get the best possible results in different situations with different individuals.

Ability to do all of the above in a conscious, rational manner.