

How Do We Build a Common Vision?

Most companies recognise the need for managers at all levels to understand and demonstrate their commitment to corporate strategic goals and objectives. But how many of them are really skilled at motivating their people so gaining the full and willing cooperation of their staff?

This intensive one-day workshop will equip managers and team leaders with practical skills to carry out this essential part of their role.

Learning Outcomes

By the end of the course participants will:

- understand the importance of everyone understanding and 'living' the vision
- have written their own vision statement... or received constructive feedback on an existing vision statement
- know how to cascade the vision to everyone in the organisation
- have refreshed their ideas about coaching, delegation and motivation
- be able to incorporate the vision into everyday goals and objectives

Workshop Formats

The actual structure and coverage of the workshop will be designed from the elements opposite to meet the client's individual needs. Ideally, the consultant would meet with some or all of the participants prior to the workshop to clarify expectations and agree the schedule.

Irrespective of final content, the day is designed to be:

- very participative
- focused on real issues
- pacy and energetic
- mixture of tutor-led discussions and practical sessions
- supported by delegate workbook

Who Should Attend This Workshop

This workshop is ideally suited for a team of managers or team leaders within a company or organisation to enable them to develop and harmonise their approach to the company vision, whilst enjoying the team-building experience.

Note

The workshop can also be designed as an open programme, bringing together managers or team leaders from diverse professions or industries.

Programme Elements

A common vision

- Why is having a common vision important?
- What goes wrong without it? Case studies
- What are the key attributes of a vision or mission statement?

Engaging everyone

- Top down and bottom up – do we all share the same view?
- The importance of having 'line of sight' connection
- Using features and benefits to influence
- Understanding and harnessing primary motivators

Ideas into action

- Converting the vision into day to day objectives
- Agreeing SMART goals and objectives

Your role as manager or coach

- Using an appropriate management style
- Recognising good performance
- Confronting poor performance
- Giving and receiving feedback

Taking it back to the workplace

Your Consultant

Tony Bray

Tony has over 20 years of practical management experience gained with BT and the military. A Sandhurst graduate, he served as troop-commander in the Royal Corps of Transport before joining British Telecom. His experience ranges from customer service to managing over 350 call centre staff, and teams processing national statistics. He spent the last five years of his BT career in the Management Training Department where he managed a team of tutors, as well as designing and managing the implementation of core management training programmes.

Tony moved into consultancy in 1989 and has since established a reputation for designing and delivering a wide range of creative, exciting and participative training courses including Training the Trainer, Facilitation Skills, Effective Writing and Customer Focus. He has written a series of highly successful training packages, as well as a number of best-selling business books.

