

A black and white photograph of a man with short hair, a beard, and glasses. He is wearing a button-down shirt with a small pattern and has his arms crossed. The background is blurred, showing other people in an office setting. A large, semi-transparent white triangle is overlaid on the right side of the image.

Managing People & Strategic Planning (Morning Edition)

MCE WEEKS

Programme Details

Learn how to create a strategic business plan, analyze your environment, and align your initiatives with your company's goals, while also mastering the people management skills

Highlights

- Determine your own personal style profile and gain insights into the strengths and limitations of your profile.
- Identify and build on the strengths of your team's culture.
- Develop a specific personal plan for applying what you learn.

Key Competences

- Strategic planning skills
- Making strategic decisions
- Managing stakeholders
- Market segmentation skills
- Linking actions to strategy
- 7 strategic planning models

The Right Programme for You

You are a manager or team leader whose success depends on managing people successfully through clear communication, a cooperative attitude and commitment to shared goals.

Managers

New Managers



Learn, Practice and Use

- **Motivate** every member of your team—even if they are very different
- **Resolve** conflict more effectively in a wide variety of situations
- **Get** more done by using the best delegation techniques for each situation
- **Turn** difficult people and poor performers into team players
- **Win** the cooperation and trust from people in your organization
- **Increase** your confidence, management skills, and personal and professional satisfaction in your job by managing people successfully
- **Set** and accomplish realistic and achievable goals for your work
- **Create** priorities and establish realistic boundaries
- **Recognize** and deal with your time-wasting actions and tasks
- **Improve** your concentration and efficiency overall

Practical Information

Face-to-Face



5 days
€3,995

Available In-Company

The programme is available as an In-Company solution for your teams. More information at mce.eu/inco

Visit mce.eu/weeks for dates, locations and full programme outline

Programme Modules

1

The Experience of Being a Manager

- How to get people to want to do what they're supposed to do
- Specific challenges you face when motivating others

2

Values

- Values and their impact on work life
- How values can have productive and nonproductive results
- Identify value conflicts in yourself and in others

3

Personal Styles

- Determine your own personal style profile
- Gain insight into the strengths and limitations of your profile
- Use behavioural clues to determine others' personal styles
- How to work more effectively with other personal profiles

4

Motivation

- Employee motivation factors and their impact on behaviours and work settings
- How to tailor your motivational efforts to individual employees and different situations

5

Listening, Body Language, Giving Feedback, and Dealing with Difficult People

- Use active listening to gain information and understand employees' perspectives
- Effectively apply positive and corrective feedback
- Use appropriate values alignment when dealing with difficult employees

6

Conflict Management

- The dimensions of conflict resolution
- Identify your own preferred conflict-resolution styles for better conflict management
- Use different conflict resolution styles in different situations

7

Delegation

- Different delegation styles: How and when to use them
- Determine the appropriate delegation style for employees and situations

8

Understanding Organizational Culture and Subculture

- The impact of organizational culture and subculture and "cultural blinders"
- Explore the assumptions that impact your team's thinking and actions
- Identify and build on the strengths of your team's culture

9

Emotional Intelligence

- The components of emotional intelligence
- Gain an honest and accurate assessment of yourself
- Develop an improvement strategy

10

Ethical Leadership

- Identify your group's values
- Your vision for ethical leadership

11

Action Planning

- Develop a specific plan for applying what you've learned back on the job
- Identify people who can support your action plans

Programme Modules

12

Define Strategic Planning and Strategy

- Identify Five Key Questions for Organizational Success
- Recognize a Generic Process for Strategy Formation
- Determine Key Stakeholders
- Describe How Strategy Permeates the Organization

13

Why Organizations Create Strategy

- Recognize the Grand Design Within the Organization
- Explain the Significance of the Environments Affecting the Organization
- Discuss Growth and Profit Strategies
- Describe Various Market Segmentations
- Identify How Organizations Create Value for Their Customers and Stakeholders
- Express How an Organization Decides Its Value Proposition
- State Why It Is Important to Link Your Actions to Strategy

14

The Strategic Planning Process in Action

- Identify the Five Stages of a Classic Strategic Planning Framework
- Describe How Strategy Works in an Organization
- Articulate the Highlights and Time Requirements of the Process
- Recognize Your Role in Your Organization's Strategic Plans

15

Assessing the Environment

- Identify Strategic Patterns in the Environment
- Explain and Anticipate Patterns
- Express Why Assessing the Environment Is Important
- Describe Six Tools/Techniques for Conducting External and Internal Assessments

16

Three Ds of Strategy—Discussions, Decisions and Development

- Review Key Stages of the Strategic Planning Process
- Describe How SWOTs, Core Competencies and Critical Success Factors Are Incorporated into the Strategic Discussions
- Appreciate the Rationale Behind Strategic Decisions

17

Implementing and Reviewing Strategy

- Discuss Strategic Alignment and What It Means to an Organization
- Identify the Ways an Organization Creates Strategic Alignment
- Develop a Series of Questions to Facilitate Strategic Conversations
- Recognize Accountability Systems
- Identify Reward and Recognition Incentives for Success
- Express Why, When and How Often Strategy Should Be Reviewed

18

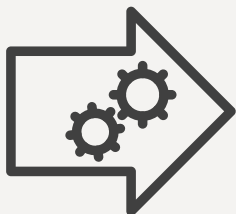
Alternative Approaches to Create Strategy

- Identify Seven Strategic Planning Approaches
- Discuss Which Approach Would Best Fit Your Organization



Learn

the key business skills and knowledge
you need for your management role
today and tomorrow



Practice

the skills you learn and get feedback,
recommendations and coaching



Use

what you learn and practise as soon as
you get back to your office

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