

Manager Academy II

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Manager Academy II in EY Academy of Business is a proposal for the Participants of the first part of the programme. The training team have prepared this follow-up to respond to the Participants' needs.

A two-day intensive workshop has been designed for those who wish to get more satisfaction as leaders, to build and develop their role of a leader, to increase the effectiveness of their performance and to create change in their career.

Managers have to make two fundamental decisions: how strong relationships they want to establish with their co-workers and how big challenge they want their co-workers to face.

The proposed training is based on our experience gained throughout a number of executed workshops and witnessing the executive reality as well as on the ideas of the workshop Participants. We have designed a workshop where the Participants define the area they would like to focus on.

Choose the area you would like to enhance:

- ▶ effective goal achievement (module II A) or
- ▶ effective relationship building (module II B).

The Participants learn best practice and efficient tools in each of the selected modules.

If you perceive yourselves as more relationship-oriented managers, we would like to encourage you to develop your potential related to achieving goals. You will participate in module I, module IIA and module III of this workshop.

If you identify yourselves as more goal-oriented managers, we would like to encourage you to develop your potential related to building relationships. You will participate in module I, module II B and module III of this workshop.



Who for?

For the Graduates of Manager Academy I

The workshop has been designed for the managers who wish to get more satisfaction as leaders, to build and develop their role of a leader, to increase the effectiveness of their performance and to create change in their career.

Benefits

Participants:

- ▶ Consciously shape the attitude of a leader increasing credibility
- ▶ Increase their motivation and effectiveness as leaders
- ▶ Broaden the horizon of selecting the methods of building relationships or achieving goals
- ▶ Increase the sense of influence on their functioning in the professional work environment
- ▶ Define the direction of changes increasing their efficiency in managing relationships and/or achieving goals

What makes our training different?

We offer the possibility of diagnosing and development of leadership competencies in the scope of relationships with other people / achieving goals: each manager, i.a., may learn the mechanisms behind their way of building relations or achieving goals.

Workshop is a talent and managerial potential hotbed.

Managers will accomplish Academy II with ideas and practical solutions for:

enhancing building and maintaining relationships with other people as well as achieving goals in the professional work environment.

Logistics:

Length of the workshop:
2 days, from 09.30 to 16.30

Price: 1890 PLN net





Module I:

Managerial potential – different points of view.

1. Diagnosis: effective goal achievement /orientation on relationships (SWOT/ advantages, disadvantages and the areas of interest)
2. Work on the beliefs concerning the role of a leader
 - ▶ Beliefs related to the orientation on relationships
 - ▶ Beliefs related to the orientation on goals
 - ▶ Changing the perspective - readiness to adopt a different perspective as a base for development

Module II

A: Group of people focused on developing the potential related to effective goal achievement

1. Training of motivation to achieve goals

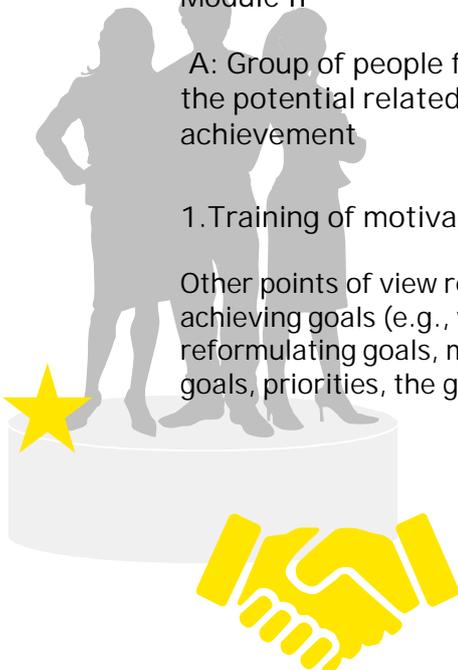
Other points of view regarding my way of achieving goals (e.g., work with barriers, reformulating goals, multiple goals, lack of goals, priorities, the goals you like and the

2. Defining the desirable effectiveness of achieving goals

- ▶ The goal – benefits related to your adequately set goal
- ▶ The vision and the goal as an incentive to change
- ▶ Importance of the clarity of the goal for change in your engagement and influencing other people: according to the research on leader effectiveness
- ▶ Tools increasing the efficiency of goal orientation (monitoring of efficiency and decision making, establishing limits, back-planning)

3. Independence in decision-making

- ▶ Strengthening self-confidence: what to do to be more assertive?
- ▶ The ability to persuade your values: what to do to influence the other people?
- ▶ Taking into account differences in taking decisions and action plans in the process of change
- ▶ Taking risk in harmony with yourself





Module II

B: Group of people focused on developing the potential related to building relationships

1. Broadening the perspective of your functioning in relationships

- ▶ Diagnosis of the method of building relationships
- ▶ Importance of the relationship with yourself: self-accepting, trust, self-confidence
- ▶ Training the ability to accept a new constructive look at yourself
- ▶ Importance of relationships with other people. Work on cases reported by the Participants regarding difficult situations in relationships with the employees within the organization and with clients
- ▶ Understanding other people's point of view. Building trust to other styles and points of view.

2. Training of sensitivity to your needs and other peoples' needs

- ▶ Identifying emotions and needs
- ▶ Understanding and accepting your and other people's experience, states, emotions and thoughts (empathy)
- ▶ Broadening your self-consciousness and the ability of expressing yourself
- ▶ Responding is a decision:
 - ▶ whether to change the other people or your response to other people's behaviour?
 - ▶ how to manage your emotions and cope with other people's emotional states

3. Trust in collaboration

- ▶ Diagnosis of positive mechanisms in collaboration, defining development change
- ▶ Opportunities and threats in collaboration with the other people. The leader's role in building collaboration and trust
- ▶ From difficult emotions to satisfaction – the art of managing a crisis

4. Defining a method of identifying bridges

Coming from the present state of functioning to the desirable functioning in the scope of relationships with other people

Module III:

Out of the box – courage in the role of a leader – leadership potential hotbed

- ▶ Identifying common grounds at work on the level of beliefs and values, Building a bridge of understanding – a game:
- ▶ Development of flexibility in communication, going out of the box
- ▶ Being open to change, increasing the responsibility and empowerment in building relationships and achieving goals at work