



## NEED HELP

# WITH HYBRID MANAGEMENT?

We offer open and in-house training aimed at upskilling People Managers working with hybrid and remote teams. Facilitated by experienced trainers, the programme is delivered virtually over 4 x 2-hour modules.

**ONLY £299PP**

For in-house training, [contact us here](#).

### WHAT'S INCLUDED?

#### PEOPLE FIRST - BUILDING TRUST, WELLBEING AND MOTIVATION

- Knowing our own motivations as a manager
- Inspiring and motivating remote performance
- Building and demonstrating trust
- Flexing our style to get the best out of others
- Prioritising wellbeing

**Post-work:** Reflect & practice one of your development actions & initiate personalised 360 feedback report

#### CLARITY & COACHING FOR ACCOUNTABILITY

**Pre-work:** Bring some examples of SMART business objectives

- What are SMARTER objectives
- How should these be adapted for a virtual workplace
- How to chunk goals or priorities up or down for relevance
- Short-term milestones and check-ins
- Coaching consistently for accountability

**Post-work:** Evaluate the objectives set for your team & update with short-term milestones

#### FEEDBACK, RECOGNITION AND DEVELOPING TALENT

**Pre-work:** Review the feedback video

- Understand the difference between specific and general feedback
- Practice quality feedback
- Why and how to create a culture of recognition
- Virtual Talent Management
- Coaching people to own their development

**Post-work:** Practice delivering quality feedback

#### MANAGING UNDERPERFORMANCE

**Pre-work:** Conflict questionnaire

- Discover the causes of underperformance
- Supporting people to prioritise effectively and request clarity
- Grasping the nettle - turning underperformance round
- Managing performance improvement plans
- Dealing with specific challenging scenarios around virtual performance

**Post-work:** Personal development plan and 360 feedback if requested

#### ADDITIONAL BENEFITS:

- Personalised 360 feedback report
- Access to our Academy Management E-Learning
- Free People Management e-book
- 30% off additional books, materials or courses
- Access to Management Superhero WhatsApp networking group

**Book Places Here**

“ *A fantastic course for anyone managing a remote or hybrid team! All the sessions were highly engaging and very well thought out, providing plenty of practical tips and tools for me to use. A great opportunity to meet other like-minded professionals (virtually) too!* ”

— GEMMA SALKIN, PEOPLE MANAGER, TECH COMPANY