BUSINESS SKILLS TRAINING PROGRAMS



WANT YOUR TRAINING TO TAKE HOLD? ADD COACHING.

TRAINING CAN IMPROVE PERFORMANCE BY 22%

Training with coaching can improve performance by 88%

EVEN GOOD TRAINING ONLY GOES SO FAR. IF PEOPLE AREN'T SUPPORTED TO IMPLEMENT WHAT THEY'VE LEARNED AND MAKE CHANGES, AT LEAST 2 VALUABLE RESOURCES ARE WASTED: T&D DOLLARS AND EMPLOYEE TRUST.

OUR PROGRAMS BUILD ORGANIZATIONAL CAPACITY BY TEACHING THE FUNDAMENTAL BUSINESS SKILLS OF SELF-MANAGEMENT, COMMUNICATION AND TEAMWORK. MANAGERS LEARN HOW TO SUPPORT THEIR TEAMS TO INTEGRATE THE SKILLS THAT CREATE A CULTURE OF HIGH-PERFORMANCE. YES, OUR PROGRAMS REQUIRE A BIGGER COMMITMENT. YES, THIS RESULTS IN A BIGGER PAYOFF THAT DOESN'T WASTE RESOURCES AND BUILDS PERFORMANCE CAPACITY.

BUSINESS SKILLS TRAINING PROGRAMS

Focus on Productivity: Managing Self, Others & Time

You can't manage time. You can manage how you use it.

Effective people focus on producing results, not busy-ness.

This requires knowing what's expected, managing

interruptions and communicating clearly. Participants learn how to stay focused, hold themself and others accountable, and the principles of a commitment-based time management system.

Curing the 5 Dysfunctions of Team

What would be possible if your team had a higher level of trust, more mastery with conflict, clearer commitments, embraced accountability and focused on results? Based on Lencioni's <u>The Five Dysfunctions of a Team</u>, this program lays the foundation for people to make substantial progress toward being a cohesive, effective team.

Effectively Handling Conflict



Conflict is the condition in which one person's concerns appear to be incompatible with another's. Effectively dealing with conflict can be anything but simple, and can derail productivity and performance at many levels. Using

the TKI® instrument, participants learn the five conflict-handling modes (competing, collaborating, compromising, avoiding, accommodating), the benefits and tradeoffs of each, and how to communicate effectively with people with different modes.

TeamWork: Values Matter



Understanding values is indispensable for any process of development and change. Values are a key source of our direction and motivation. Unexplored values, expressed through habitual, automatic behaviors, undermine performance causing competent, dedicated, hard-working individuals to perform below par. Connecting values to work increases performance, engagement, satisfaction.

TeamWork: Leveraging Style & Ambitions

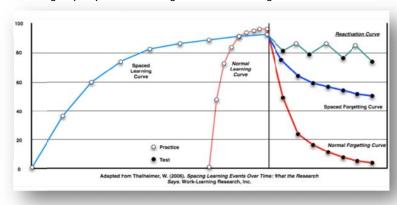


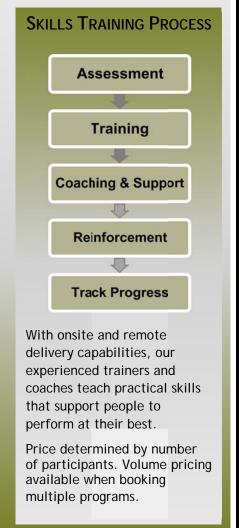
Teams examine preferences for dealing with problems and change, as well as their preferred communication style and natural motivations. They learn how and when to use their strengths and strategies for communicating effectively with people having different preferences. This program helps managers and employees have the right people on the right bus at the right time.

What's slowing your success?

Low morale ~ High-turnover
Poor communication ~ Conflicting priorities
Low productivity ~ Weak accountability
Employee disengagement

Remove these barriers with training that gives your people traction.







Work In Progress Coaching™ ~ www.wipcoaching.com ~ (831) 685-1480