

## Leveraging Your Management Style (Tier 3)



½ Day or 1 Day

### Description

Does a manager's style have an impact on performance, productivity, and profits? Research by The Hay Group shows that by taking a particular approach to a given situation or environment, a manager can really improve employee morale and performance.

It is essential that managers understand the impact their style can have on the work environment they create. Participants will work with the Managerial Style Questionnaire (MSQ) to discover their inherent competencies. This program will help managers take the next step in positively contributing to their team's performance.

### Prerequisites

- None (this program is an excellent compliment to ETI's program, *Creating the Climate for Success*)

### Objectives

Upon successful completion of this program, participants will be able to:

- ✓ Understand what makes an effective manager.
- ✓ Understand what the 6 managerial styles are and what they look like.
- ✓ Understand which managerial style works best in a given situation.
- ✓ Identify which competencies they tend to use and what the implications are.
- ✓ Create an action plan around their management competencies.

### Simple Questions with Revealing Answers

Based on the work of Harvard University psychologists, Litwin and Stringer, and years of additional Hay Group research, the MSQ identifies the six most effective styles of management:

- Coercive
- Authoritative
- Affiliative
- Democratic
- Pacesetting
- Coaching

How and when these styles are leveraged is often the difference between success and non-performance.

