



PLANNING & DECISION MAKING™

In this one-day training programme, managers will develop the understanding, skills and the confidence to work in a resilient manner in times of change, or as they step up to take on a new and varied workload. They will develop competency in applying the TCM Dynamic Decision-Making Tool, in planning, and organisation methodologies for managers to use in a wide range of scenarios.

Maintaining an ambitious, yet realistic plan is essential for managers to be able to prioritise effectively. They need to ensure that all the most important elements of their work and responsibilities, long and short term, are accounted for to achieve individual and team goals, and for organisation purpose.

We know that over recent years change has become an ongoing part of life for most managers. Being able to plan effectively and take decisions that stand up to scrutiny in an agile and rationale manner is a core competency. The response to change in terms of planning and decision making can be overwhelming for managers and have a significant detrimental impact on team performance. As the workload becomes too much to manage in an orderly and prioritised manner, the morale of their team can suffer. So can their own self-esteem as they question their own leadership capability.



OBJECTIVES

Participants benefit from attending the course in the following ways, they will:

- ✓ Develop a mindset for appreciative enquiry as an effective way to create awareness in others of possible routes of action and self-awareness.
- ✓ Understand the 6 different styles of leadership and the role of the coaching style leading a team to manage performance and promote innovation.
- ✓ Acquire greater adaptability as an emotional intelligence competency.
- ✓ Manage situations where the manager doesn't have all the skills or expertise to provide direct instructions but can use coaching to unleash capability in others.
- ✓ Handle conflict at an earlier point, nipping issues in the bud through a coaching approach and be able to demonstrate impartial, objective support to parties in conflict to help them reach positive solutions.

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WHO IS THIS COURSE FOR?



All types of managers, from team leaders to senior executives, HR professionals and trade union representatives.



DELIVERY

Planning & Decision Making™

A one-day course delivered online or in-house.

This TCM Blended learning programme incorporates pre- and post-course learning to support participants' development of knowledge and skills. All delegates receive 12 months follow up support to help them to embed the learning. Participants can develop peer networks through interaction before, during and after the programme to share knowledge and resources. In-house programmes can be customised to include:

- ✓ Coaching
- ✓ Team development
- ✓ 360 degree feedback
- ✓ Personality Profiling

Planning & Decision Making™ can be incorporated into a wider modular development programme for in-house leadership development programmes with any of our leadership, communication and mediation courses in a fully customised blended learning programme.

Trainers: Delivered by TCM's expert trainers. The course uses a variety of teaching styles, is highly interactive and enables participants to apply and receive feedback on their skills.

TCM

GROUP

Train · Consult · Mediate

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