

Seminar on

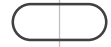
Managing and Coaching People Effectively in Multiple Locations

Date : May -28-29-2020

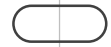
Learning Objectives

- Boost productivity at every location*
- Significantly cut down on paperwork*
- Know off-site employees are following the rules, period, including home-office rules*
- Spot problems even when you're far away*
- Diagnose the specific kind of coaching that the situation requires*
- Provide coaching directed toward development, career planning and performance management*
- Develop critical listening skills—to “hear between the lines”*





Compensate for lack of “face time” and visual cues



Make the right connections to foster cohesion and teamwork



Execute your strategy with the appropriate set of tools and techniques



As enterprises have been growing far and wide, often international in scope, we find ourselves as executives and managers with our talent spread farther and farther, often at dozens and hundreds of locations. How do we 'get a better handle' on all this?

PRESENTED BY:

Chris DeVany is the founder and president of Pinnacle Performance Improvement Worldwide, a firm that focuses on management and organization development. Pinnacle's clients include global organizations such as Visa International, Cadence Design Systems, Coca Cola, Sprint, Microsoft, Aviva Insurance, Schlumberger and over 500 other organizations in 22 countries. He also has consulted with government agencies from the United States, the Royal Government of Saudi Arabia, Canada, the Cayman Islands, and the United Kingdom.



Date : May-28-29-2020

Time : 08 : 30 AM EST to 04 : 30 PM EST

Price: \$999.00

Seminar Description

As enterprises have been growing far and wide, often international in scope, we find ourselves as executives and managers with our talent spread farther and farther, often at dozens and hundreds of locations. How do we ‘get a better handle’ on all this?

Successful coaching is challenging and rewarding—but coaching remotely or in a virtual environment demands all-new rules. The countless ways in which professionals now communicate means business can be conducted almost anywhere. This has introduced the element of distance (both real and virtual) between coach and subject. Coaching skills that once worked so effectively face-to-face won’t get the job done today. For a remote or virtual environment, coaches must develop an entirely new battery of skills—from innovative ways of listening to new measures of coaching success. This new Live Online Webinar covers it all in four dynamic lessons, with a sharp focus on skill-building and modeling techniques that will enable coaches to move their teams to the next level of professional development regardless of distance.



Who Should Attend ?

CEO

Senior Vice President

Vice President

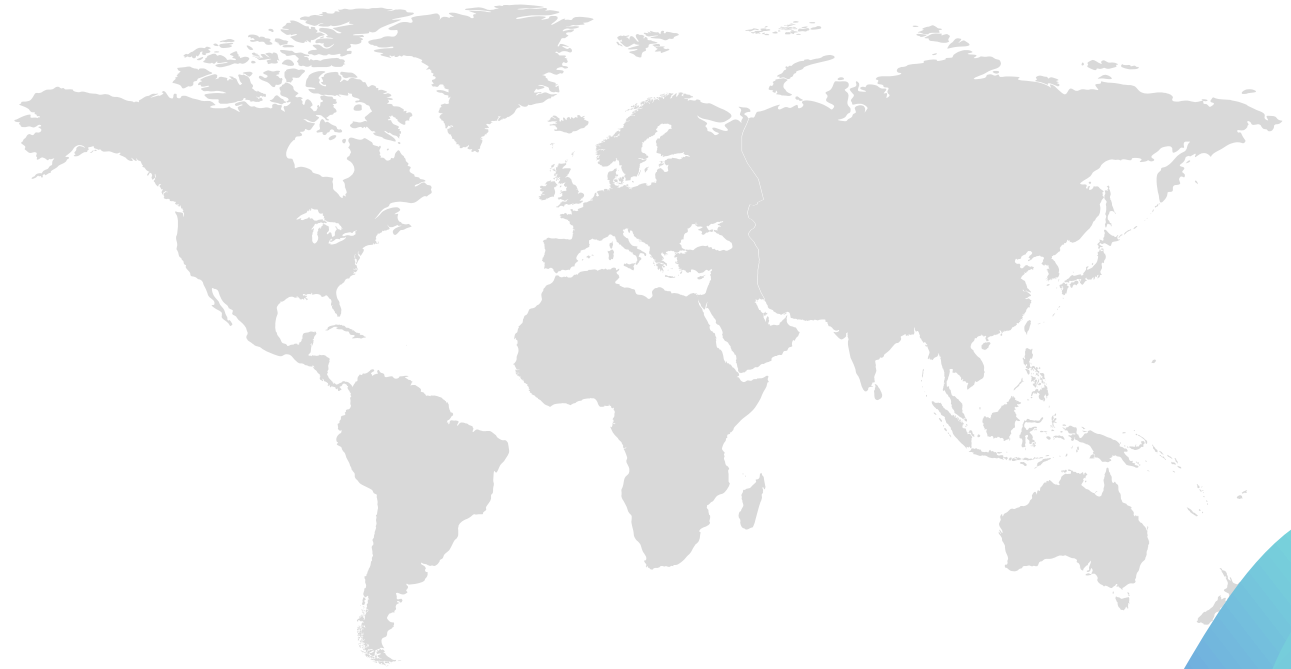
Executive Director

Managing Director

Regional Vice President

Area Supervisor

Manager



Why Should You Attend ?

Are you concerned about how much time and productivity your people are wasting?

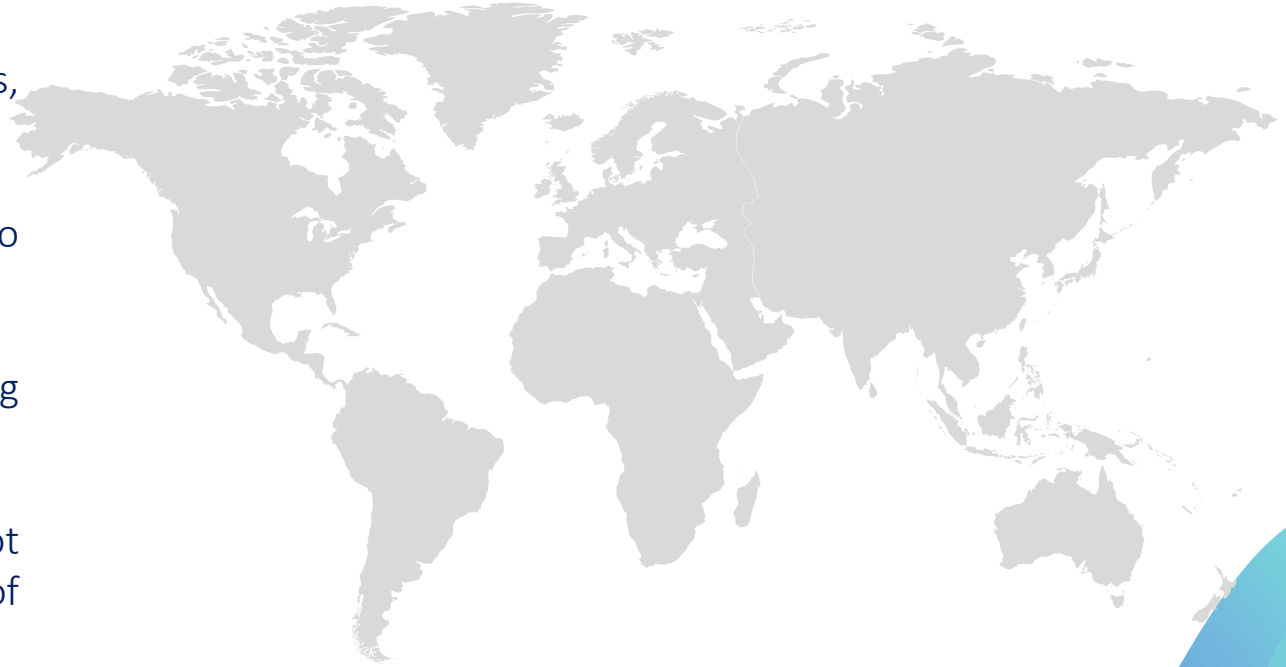
What about lost energy, efficiency and effectiveness, especially because people are so “spread out”?

Would you like to ‘tame the paper tiger’ and reduce so much needless paperwork?

Have you ever been concerned about people “following the rules” ... you know, ‘out of sight, out of mind’?

Would you like to be able to more effectively spot problems, even when you are hundreds to thousands of miles away?

If you answered “yes” to any of these questions, then come laugh, listen and learn as Chris DeVany leads us all through those important topics, key questions and answers we all need to be able to address effectively to improve our team members’ and team’s performance, no matter how widely distributed everyone is!



Agenda – Day 1

REGISTRATIONS AND BREAKFAST - 8:30 AM TO 8:45 AM

SPEAKER AND PARTICIPANT INTRODUCTIONS - 8:45 AM TO 9:00 AM

SESSION ONE - 9:00 AM TO 10:00 AM

AREAS COVERED - Maintain Order While Managing Long-Distance

- ✓ How to give multiple locations a business “road map” that’ll keep them headed in the right direction
- ✓ How to create crystal-clear procedures that off-site staff will follow to the letter
- ✓ Expert insight on “friendly” competition between sites . . . could this be doing your company more harm than good?
- ✓ Discuss today’s long-distance management challenges and brainstorm possible solutions
- ✓ How to quickly smooth things over when you have to lay down the law and enforce an unpopular policy . . . from a distance
- ✓ The one action you must take if you want to significantly slow down the paper blizzard from multiple locations



BREAK - 10:00 AM TO 10:15 AM

SESSION TWO - 10:15 AM to 12:00 PM

AREAS COVERED -Stay In Touch — And Control — No Matter What

- ✓ How to keep your finger on the pulse of off-site action without making employees feel like “Big Brother” is watching
- ✓ What responsibilities you must shoulder alone . . . and when you can safely share the load with off-site employees
- ✓ A common — but deadly — management mistake that’ll ensure an off-site office will never trust your motives
- ✓ Determine the fastest way to get a poorly performing location up to speed
- ✓ How to quickly and accurately check the quality of products or services at any location
- ✓ The inside secrets to creating a lasting bond between off-sites so every employee feels like they’re on the same team



LUNCH - 12:00 PM TO 1:00 PM

SESSION THREE - 1:00 PM to 3:00 PM Six Steps to Confidence and Charisma

AREAS COVERED - Establish Quality-Minded Teams You Can Rely On

- ✓ How to structure teams so they'll pull together . . . no matter which site they're from
- ✓ How to ease resentment at a satellite location when a home-office employee is chosen for a promotion
- ✓ The only way to handle teams that were established before your time without decreasing productivity
- ✓ How to build an "emergency response" team that'll know what can be handled independently . . . and when to call you immediately



BREAK - 3:00 PM TO 3:15 PM

SESSION FOUR- 3:15 PM to 4:15 PM

AREAS COVERED - Troubleshoot Off-Site Problems Like A Pro

In this session we upskill management mindsets to include mental and emotional approaches and study how to:

- ✓How often you should be visiting each site . . . any less and you're begging for trouble
- ✓Phone or face-to-face? The best way to approach a site problem without alienating anyone
- ✓How to put a stop to childish disputes between sites . . . without taking sides or making matters worse
- ✓Develop a reward system that'll motivate employees from all levels at every location
- ✓How to determine whether you should coach . . . counsel . . . or warn the entire staff at a location about their performance
- ✓An action plan that'll help you handle any "cover-up" you might find . . . no matter how large or small
- ✓How to ensure the "isolation factor" won't turn into a problem at remote

FINAL QUESTIONS / COMMENTS - 4:15 PM TO 4:30 PM



Agenda – Day 2

BREAKFAST - 8:30 AM TO 9:00 AM

SESSION FIVE – 9:00 AM TO 10 : 00 AM

AREAS COVERED - Virtual Coaching Skills for Increased Effectiveness

- ✓ Assessing strengths and weaknesses as a virtual coach
- ✓ Flexing your style to increase the effectiveness
- ✓ Blending coaching tasks, emotional intelligence, and coaching skills



BREAK - 10:00 AM TO 10:15 AM

SESSION SIX - 10:15 AM to 12:00 PM

AREAS COVERED - Building Employee Loyalty, Trust, and Connection Through Coaching

- ✓ Identifying the strengths to develop in others
- ✓ Paying attention to strengths and providing feedback
- ✓ Skills and behaviors needed for performance coaching



LUNCH - 12:00 PM TO 1:00 PM

SESSION SEVEN- 1:00 PM to 3:00

AREAS COVERED - Preparation and Planning for Virtual Coaching

- ✓ Identifying coachable moments'
- ✓ Probing questioning
- ✓ Emotional intelligence behaviors that require coaching



BREAK - 3:00 PM TO 3:15 PM

SESSION EIGHT- 3:15 PM to 4:15 PM

AREAS COVERED - Team Coaching

- ✓ Characteristics of effective virtual teams
- ✓ Building trust at each stage of virtual team development
- ✓ Applying team coaching principles to real situations/challenges

FINAL QUESTIONS / COMMENTS - 4:15 PM TO 4:30 PM



To register please visit:

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