

MTP (MANAGING TEAM PERFORMANCE®)

How to motivate and inspire people to deliver their best



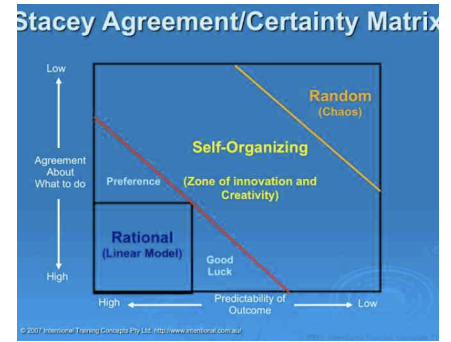
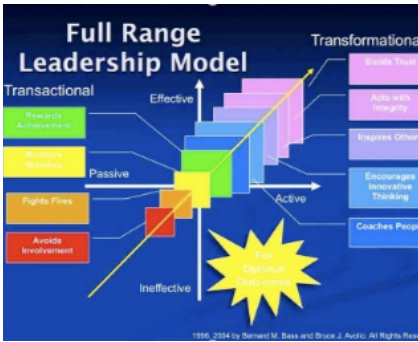
A behaviour-based leadership skills curriculum for business unit managers

Getting good players in a team is one thing. The hardest part is getting them to play together! This is particularly difficult given the changing attitudes to work (such as the infamous Gen Y), finding the right skills despite the Global Financial Crisis, and the emergence of reputation, sustainability, and moral conscience as criteria for attracting and retaining talent.

Today, leading a team is much more than “driving performance” and “getting the numbers”. Now, it’s personal. People are more inclined to follow “authentic” leaders who display “presence” with clients and team members. Research shows this kind of leadership delivers better returns to clients and stakeholders, and at the same time enhances the probability that the best people will stay.

Benefits

- Better handling of complex environments,
- improved work/life balance,
- better relationships at home and at work,
- more effective handling of conflict and non-performance,
- greater collaboration within teams,
- willingness of staff to do more than expected,
- improved personal resilience in the face of obstacles, and
- increased likelihood of career progression.



The MTP® program is designed as 6 one-day or half-day modules delivered on site every 2-3 weeks over a 6 month period. However, modules can be taken separately or tailored to your organisation's leadership capability requirements. Participants are encouraged to take 4-6 one-on-one leadership development coaching sessions between modules.

Participants complete the MLQ® (Multi-factor Leadership Questionnaire) - a 360-feedback instrument which reliably assesses the individual's leadership behaviours.

Participants also complete the MVPI® (Motives, Values, and Preferences Inventory) to gain insight into personal motivations at home and at work.

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Module 1: How to Be a Leader

- Explore implicit and explicit leadership theories.
- Get feedback on your personal leadership style through the MLQ® -360 Report.
- Understand the Full Range Leadership Model and how to apply it in practice.

Module 2: How to Give and Receive Feedback

- Learn about the four Emotional Intelligence Competencies.
- Practice identifying and responding to emotions in yourself and others.
- Find out how to recognize and respond to dysfunctional patterns of communication.
- Practice the BEST Model for giving and receiving feedback.

Module 3: How to Delegate

- Understand the Power of Delegation Model.
- Find out how to apply the Trust Equation in setting tasks.
- Practice the Goldilocks Matrix for balanced task delegation = "not too hot, not too cold, just right!"

Module 4: How to Inspire and Motivate

- Get feedback on your personal motives, values, and drivers through the MVPI® Report.
- Explore evidence-based frameworks of what motivates behaviour.
- Experience The Four Agreements for building integrity and authenticity in yourself and others.

Module 5: How to Persuade and Influence

- Understand the components of personal versus positional power.
- Gain insight into the political skills of persuasion and influence.
- Practice confronting poor performance and injustice.

Module 6: How to Manage Complexity

- Experience useful decision making frameworks such as the Stacey Agreement/Certainty Matrix.
- Explore the psychology and behavioural economics of bias in decision making
- Practice frameworks and techniques for making wise decisions.



PETER WEBB is a Leadership Coach Psychologist specializing in wisdom-related performance in the Asia-Pacific region. He is the Principal of Sydney-based consultancy ITC Pty Ltd, an Associate Program Director at the Mt Eliza Executive Education Centre - part of Melbourne Business School, and an invited lecturer in "coaching in organizations" at the University of Sydney Coaching Psychology Unit. He is the author of "Coaching for Wisdom: Enabling Wise Decisions" in: D.B. Drake, D. Brennan, and K. Gørtz (Eds.) (2008), *The Philosophy and Practice of Coaching: Insights and Issues for a New Era* (pp. 161-176), San Francisco, CA: Jossey-Bass.

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