

Aim Higher

Management courses for High Performing Managers

Higher performing managers are motivated by advanced professional development opportunities and a clear pathway to promotions. Being in this eclectic group, higher performing managers want challenging and tailored professional development programs. They want interesting tasks and recognition.

A big challenge is how to avoid these higher performers becoming bored and jumping ship. Or even worse, behavioural scientists have coined a phrase “quitters and stayers”. This is where your higher performing managers stay with your organisation but they just do the bare minimum to meet your performance targets. All their discretionary time (which could be yours) is spent pursuing other cognitive and rewarding pursuits.

Imagine the difference if your high achievers and high potentials managers worked collaboratively with your people and as a cohesive group. And collectively they raised the performance lid for the entire organisation. This unique program will give you valuable insights into the thinking styles and motivation styles of high achieving managers.

“ For me life is continuously being hungry. The meaning of life is not simply to exist, to survive, but to move ahead, to go up, to achieve, to conquer. ”
Arnold Schwarzenegger



Key learning outcomes

Your **Aim Higher – Management Courses for High Performing Managers** program will give participants the skills to:

- Critique existing career management and calibrate a “motivated by your work” index
- Diagnose the preferred learning styles of high performers
- Unearth unstated needs
- Reposition tasks and use evidence based outcomes measurement techniques
- Set important challenges and monitor progress
- Learn the psychology of influencing highly intelligent minds
- Anticipate struggle points and create alternatives
- Plan performance appraisals
- Roll along with the ebbs and flows of daily tasks
- Critique reporting standards and reduce any unnecessary tasks
- Platform medium and long term challenges
- Keep connected and build engagement levels
- Have courageous conversations with high performing managers
- Be aware of the loose cannons and agree outputs and behaviours
- Identify the signs of employees who have quit and stayed
- Reshape the format of some meeting to boost engagement and creativity
- Critique your retention systems for high achievers
- Stay vigilant for signs of burnout

Would you like to attend this program?

- For maximum effectiveness, this program is best conducted as an in-house program.
- **Ideal group size:** 4 – 9 participants.
- **Venue:** For your convenience, you can choose to conduct this program at your business premises. Alternatively, we can provide a training venue at a small additional cost.
- **Duration:** This program can be conducted as a one day or half day program.
- **Cost:** Price on request.
- **Target Audience:** High Achievers, High Potentials Managers & Senior Managers
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If you would like more information on this training program, please contact:
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or visit our website today.

www.preftrain.com

