Optimising Hierarchal Levels of Work

MAKE SURE PEOPLE ARE WORKING AT THE RIGHT LEVELS

Do your people work at the right levels within your organisation? Experiments conducted by behavioural scientist agree at least 12% of managers "dip down" to lower levels of work. This dipping down and micromanaging staff is ineffective. Fortunately it is a behavioural issue and is relatively easy to rectify. This training course was designed to ensure your people are operating at the right level. Too many employees have myopic perceptions of their role and this training program will help staff to work in synergy to add value and boost employee performance levels.

Here are 6 telltale signs that your people are not working at the right organisational levels:

- Exit reports by staff report a dissatisfaction with being micromanaged
- Exit reports by staff record staff feeling disempowered and/or a lack of trust
- Observing and collecting anecdotal evidence suggests manager often dip down to lower levels to complete "urgent" tasks
- Managers being process orientated rather than output focused
- People tend to cover up mistakes rather than openly communicate misjudgments
- Crisis Management is considered a role descriptor rather than an occasional occurrence

Did you know?

According to Dr Laurence J Peter, many people continuously attain levels in organisations till they reach a level where they simply are not effective. In management terms this is now referred to as the Peter Principle. This workplace imbalance causes havoc in organisations and destroys productivity levels.

Dispute Resolution in the workplace

The number one cause of conflict in organisations is proven to be "role ambiguity". This mostly arises as a result of poorly written job and role descriptions. Imagine all the disputes that you'll avoid if you invest time at the beginning optimising the levels of works and deciding the reporting structures in your organisation.

Key learning outcomes

Your **Optimising Hierarchal Levels of Work** program will give participants the skills to:

- Critique hierarchal case studies
- Learn hierarchal structured of very effective organisations
- Critique the GE model and your current structure
- Identify telltale signs when a colleague is out of their depth
- Remove ambiguity from position descriptions
- Write clearn role descriptions
- Critique existing performance management systems
- Review rewards systems
- Build a flexible hierarchal structure to retain high potentials
- Build a culture of continuous improvement
- Profile the characteristic and nature of best leaders and managers
- Work across communication silos and hierarchies
- Scan the effectiveness and efficiency levels of your human capital
- Scrutinise work flows and attitudes
- Gain insights from hiearciologists
- Identify copelessness in the workplace

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:**   Employees, Supervisors, Team Leaders, Senior Managers or CEO's.

If you would like more information on this training program, please contact:
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