

Confronting *Middlers*

MIDLERS ARE UNDER ACHIEVERS AND COST ORGANISATIONS MILLIONS.

MIDLERS ARE FANTASTIC AT STRINGING ALONG TASKS. NO MATTER WHAT THE TASK IS THEY ARE ALWAYS IN THE MIDDLE OF IT. DEADLINES ARE SELDOM MET AND IT IS ALWAYS SOMEONE ELSE'S FAULT.

Plan of action

Middlers often conceal themselves within an organisation and pay extra attention to process and are not always results orientated.

Middlers often operate beneath the radar as their performance is neither exceptional nor poor. Middlers always underachieve and are at the opposite end of the continuum to action orientated people.

- How to refocus and motivate process orientated people
- How to identify the telltale signs of Middlers
- How to give Middlers results based tasks
- How to set behavioural metrics and make sure your Middlers do not fall off the radar
- How to position tasks and deadlines
- How to notice task saboteurs
- How to stretch performance
- How to untangle and workplace complexities Middlers perceive
- How to prevent Middlers nibbling away at quality
- How to embed a culture that rewards achievement
- How to position roles holistically

“ Change is the law of life. And those who look only to the past or present are certain to miss the future. ”

—John F. Kennedy



Key Learning Outcomes

At the conclusion of this program participants will learn the skills to:

- Understand the psychology of Middlers
- Motivate Middlers to perform
- Break down psychological barriers and woo Middlers away from their comfort zones
- Build rapport and trust
- Be empathetic and controlled
- Provide tasks with connectivity hooks to promote enthusiasm
- Use push and pull boundaries
- Link individual rewards with team rewards and achievements
- Build the holistic framework of workplace responsibilities
- Stretch performance expectations
- Spot Middlers in the selection process
- Confront *"It's someone else's responsibility"* excuses

Would you like to attend this program?

- For maximum effectiveness, this program is best conducted as an in-house program.
- **Ideal group size** 4 - 12 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 adapted to meet your requirements.
- **Cost** Price on request.
- **Target Audience** Supervisors, Team Leaders and Managers of Middlers.

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

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or visit our website today

www.preftrain.com