



CONFRONTING MIDLERS TRAINING

"Motivation is the art of getting people to do what you want them to do because they want to do it." – D. Eisenhower

Are you struggling to motivate your middlers? Do you want to see them perform to their full potential? This course is designed for. Middlers often operate beneath the radar as their performance is neither exceptional nor poor. This course will equip you with the skills and techniques needed to confront and effectively manage those who constantly try to stay in the middle of conflicts or tasks. In this training course, we will equip you with the tools and techniques to inspire your middlers to reach new heights.

Key Course Content:

- 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



Target Audience:

The course can be tailored for the specific cohort whether it be the leadership team, another group of managers/team leaders or employees.



Duration:

This course is available as a 1-day course or a truncated 1/2-day course.



Delivery:

This course can be delivered both in-person or virtually. For virtual delivery, we can use our virtual platforms or your organisations.



Group Size:

We recommend a group size of 4-10 people.