



# MANAGING RELATIONSHIPS WITH REPORTS & PEERS

"Coming together is beginning, staying together is progress, and working together is success." – Henry Ford

This course will focus on developing effective peer relationships in the workplace. We'll explore topics such as building team morale, resolving conflicts, promoting positive communication within a team, and creating a productive work environment. Participants will learn to identify interpersonal dynamics, understand different points of view, build trust and respect, and work together to achieve common goals. Through thoughtful reflection, open dialogue, and skill-building activities, participants will gain practical skills for success in their workplace.

## Key Course Content:

- Use emotional intelligence to build vertical internal relationships.
- Understand different motivations and roles.
- Explain the impact of Senge circles on peers and reports.
- Leverage moments of truth to build trust.
- Identify the different hats stakeholders wear.
- Develop a culture that welcomes courageous conversations.
- Feel comfortable with your relationship with your boss and reports.
- Learn to have a positive workplace demeanour.
- Feel comfortable directing and disciplining reports.
- Change mundane tasks into a challenge.
- Focus on mutual value add and oppose negative



## 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 half-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.

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