



Managerial Effectiveness Seminar

This mind-shifting managerial development program gives you the opportunity to recognize the blind spots that automatically come forward in the fast-paced, get-it-done, want-it-yesterday working environments.

In MES you will understand how you affect the people around you—your direct reports, your manager your peers, both positively and negatively, you will gain practical tools and frameworks to help you lead your team more effectively to achieve the results you need.

What does it mean to have managerial effectiveness?

Developing managerial effectiveness is the capacity to produce the right results with the right impact, and coming forward with courage and conviction as a manager, particularly in difficult circumstances.

How is this tied with leadership?

Leadership is you as a manager taking a role of higher responsibility and authority. Leadership can be very exciting and rewarding, but is also hard. It demands heightened management skills. Even the best leaders are challenged under high stakes and high stress circumstances where ambiguity may be the norm. You need to be able to clearly identify and communicate clear opinions and views, compelling visions and direction, while remaining connected to people who are challenging you, or may not agree with you.

What is the Managerial Effectiveness Seminar?

This is an intensive experiential program which helps you as a manager improve your core capacity to continue to be a dynamic leader. There is a continued need in businesses and organizations all over the world for effective and highly impactful managers.

How is this Seminar designed?

The Seminar is provocative. You become very aware of how you behave especially in situations where you are likely to react, get off-balance, referred to as *hot-buttons* or *emotional hooks*. Everyone has these reactive moments, and some more than others. But, the best managers and leaders are self-aware of their emotional triggers, know how to get out of them quickly, and even avoid them all together while still getting the right results and impact from their team. In effect, you learn how to navigate various dynamic situations to obtain the optimal performance and impact from the people in your organization.



Managerial Effectiveness Seminar

In the MES, you recognize that these reactive moments are your responsibility to manage in yourself rather than to blame others. Exceptional managers are capable of stepping back and assessing the situation with which they are confronted and manage it effectively. The Seminar teaches you:

- theory and readily applicable tools to take this broader perspective;
- the opportunity to practice flexing your managerial styles, and, in improving your managerial effectiveness;
- learning how to give and learning how to receive quality, on-going feedback of the impact of your managerial style and its effectiveness in given situations during the week.

What is the impact of this Seminar?

You will walk away from MES with a clear understanding of situational sensitivity, self-awareness and your capacity for situational management. You will be able to readily:

- diagnose various managerial situations;
- recognize when and how to use situational management techniques;
- understand what it means to, and how to, flex styles to meet the requirements of the situation;
- appraise and evaluate the styles of others in the group;
- what it means to work effectively in teams.

100,000 managers have had the opportunity to participate in the MES. The impact of this event for nearly all of them is that it has significantly affected their ability to effectively manage people and organizations, and the confidence in their leadership.

Who should participate in an MES?

The MES is designed for executives and managers who want to improve the performance of their organization and become better managers. These managers are best described as being a passionate leader who has the courage to make a change. People like you.

Over the past 10 year participants have included:

- CEOs of top multinationals
- CEO entrepreneurs
- High potential employees participating in a company development program
- Executive leadership teams
- Intact management teams where the opportunity exists to work with pressing issues



Managerial Effectiveness Seminar

- Managers from different groups who need to work effectively together.

All groups report the secondary benefit of becoming much more cohesive and connected with the participants who went through the training with them.

How Managerial Effectiveness Seminar structured?

The MES is a five-day, intensive seminar emphasizing team-based learning so that the knowledge and experience will create sustainable behaviour change. The hours are demanding. The course is designed to push your boundaries and the commitment is significant but the outcome is invaluable.

You are off-site, in overnight accommodations. The Seminar starts 5.30 pm the first day and ends at 12.30 in the afternoon on the last day. The Seminar can be run with as few as 13 people to as many as 55. While there is some lecture, there is significant up front work, which you are expected to prepare. 85% of the time during the Seminar is spent in peer groups, learning and practicing leadership and managerial effectiveness.

There is staff of professional consultants working with you during the program.

Feedback from participants in MES:

Luis Miguel Pinto, Commercial Vice-President, KIA Motors, Paris:

"The MES changed my life, and that's the absolute truth. I think about what I learned every day. It was a heavily demanding training. As a manager you are used to being obeyed because you are a manager. The Seminar taught me that this is not always effective. I have been able to use the theories and tools in many jobs I have held since taking the Seminar. And, this has advance my career."

Roberto Martinez, Commercial Director, American Standard, Latin America:

" Since I have taken the MES I have been convinced of the Reddin methodology and tools because its first demand is that I become effective as a manager. Through MES I have learned to lead my team to accept change and be able to convince them of the right process to follow. The change I was able to effect in my function has been extremely useful and had a very positive impact on the company overall."

Rick Hanna, Vice President and CFO, Deeley Harley-Davidson® Canada

"I found the MES worthwhile because it made me more aware of how to tailor my approach to suit each management situation. It helped me become a more effective manager."