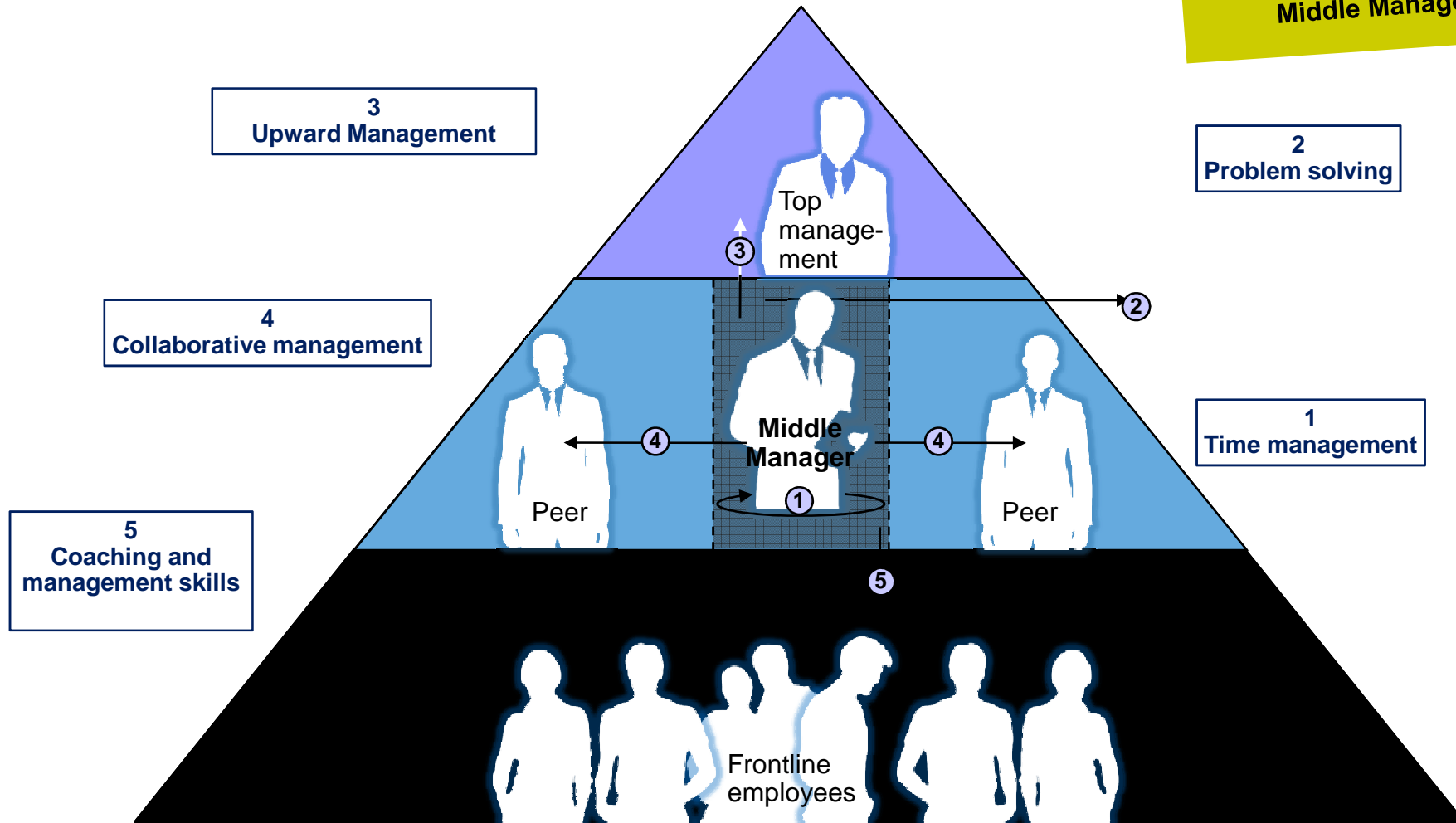
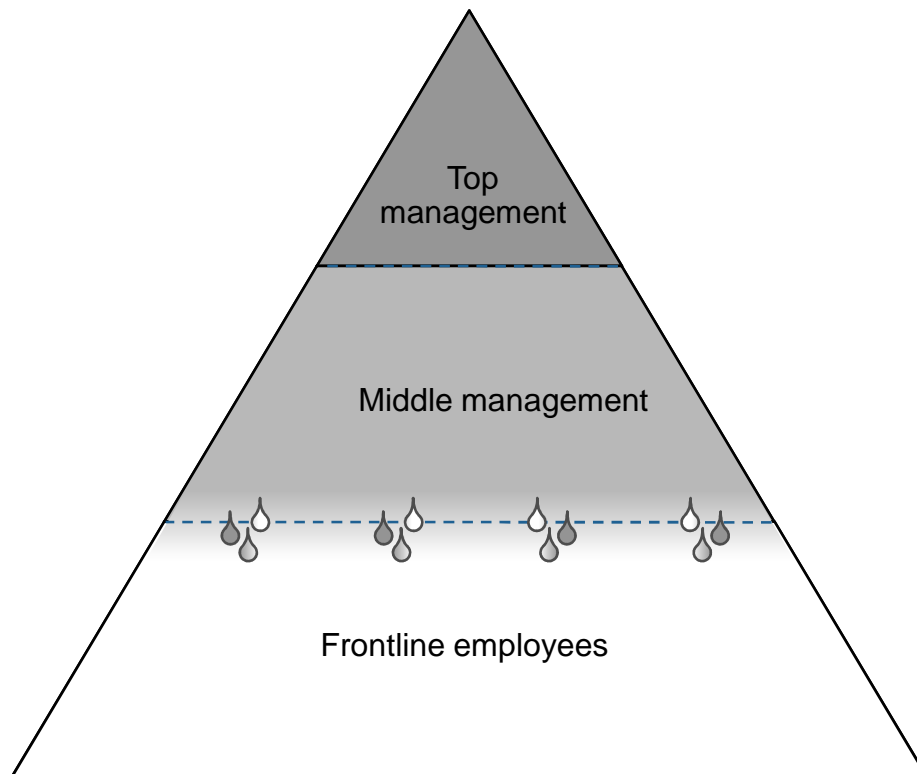


# Middle management effectiveness

**OFFERING**  
Middle Management



# Create the conditions for management effectiveness



## ...and build and implement a tailored program that

- Has the unequivocal support of top management
- Focuses on the majority of managers (From Top to middle managers), not just a chosen few
- Concentrates on **4 to 5 key skills**, relevant to country management situation
- Tailors the theory to the practical realities of the country
- Combines formal training modules with practical applications, group coaching and individual support and follow-up
- Continues until the skills are absorbed or “lived”



# Build a scenario which is appropriate to country reality and group size

**Exemple :** 4 groups of 12/13 people (50 people) , 5 modules of 1 to 2 days each, duration : 5 to 6 months

	Preparatory phase	Training and coaching	Wrap-up
<b>Time:</b>	2-3 weeks	4-5 months	1-2 weeks
<b>Objectives:</b>	<ul style="list-style-type: none"> <li>▪ Create self-awareness</li> <li>▪ Design the change program</li> <li>▪ Ensure top management support</li> </ul>	<ul style="list-style-type: none"> <li>▪ Imbed new disciplines of effectiveness with middle managers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Measure success of program</li> <li>▪ Promote duplication effect</li> </ul>
<b>Activities:</b>	<ul style="list-style-type: none"> <li>▪ Web-based survey</li> <li>▪ Top management workshop</li> <li>▪ Program kick-off</li> <li>▪ Program communication</li> </ul>	<ul style="list-style-type: none"> <li>▪ Training modules</li> <li>▪ Workshops</li> <li>▪ Group coaching</li> <li>▪ Individual follow-up</li> <li>▪ In-situ visits</li> <li>▪ E-learning</li> </ul>	<ul style="list-style-type: none"> <li>▪ Manager Meeting</li> <li>▪ Best practices sharing program</li> <li>▪ Web-based survey (optional)</li> </ul>



# Mix training, workshop, coaching & e learning to achieve tangible skill development results

