

After 20 years of research and 60,000 exit interviews, the Saratoga Institute reports that 80% of turnover is directly related to unsatisfactory relationships with one's boss. Experience in industry has shown that 50-70% of work climate is determined by the prevailing managerial style.

Research into organisations show that there are 6 basic styles of management. Managers typically default to 2 or 3 of these styles of management. These "default styles" are the styles they naturally "go to" without thinking and which they resort to under pressure.

Every manager faces a variety of situations at work that requires them to adopt different styles of management. If a manager approaches every situation with the same style, then they will be met with varied success. All of the styles are more or less effective depending on the characteristics of the situation, such as the experience of the team, employee strengths and weaknesses, complexity of the task, time pressures, risk associated with deviation from performance and the resources available

If the situation they face requires one of these default styles, then they will be able to manage the situation well. However, if it requires one of their weaker styles, they will often not have the success they expect. This workshop will explain these styles, train you how to adopt all the different styles and recognise the situations where they are most appropriate, as well as the consequences of using the wrong style

- **This workshop is designed for middle and senior managers as well as fast-tracked frontline managers**
- **Half and one day versions. The half day version of this workshop is normally held in conjunction with the half day version of the Workplace Climate workshop, (Workplace Climate is highly dependent on Management Styles)**
- **Includes supply of Management Style assessments. The implications of the assessments will be discussed as a part of the workshop**
- **This workshop is highly interactive, has role playing, discussion, video, assessments, templates with high take home value**
- **Each participant receives a comprehensive manual of our normal highest quality material**

The workshop

The **six management styles** we cover are

- **Directive** which says "do as I tell you"
To use this style you will learn how to be more self-aware and use self-control
- **Visionary** which says "come with me"
To use this style, you will discover how to inspire people to follow
- **Affiliative** which says "people come first"
To use this style you will learn how to build relational networks at work
- **Democratic** which says "What do you think?"
To use this style you will learn how to draw out others opinions
- **Pacesetter** which says "Do as I do, now"
To use this style, you will discover how to inspire others by your example
- **Coaching** which says "Try this"
To use this style you will learn how to develop strengths in others through coaching

You will also understand your default styles by completing a managerial style assessment. This will be compared to an assessment done by your subordinates. This will be done before the workshop.