

Work Climate

Research shows that working climate accounts for, on average, 28% of variance in financial results. Workplace climate is the prevailing workplace atmosphere as experienced by employees. It is what it feels like to work at your work. When key climate dimensions are present, your staff will be more engaged and give that extra discretionary effort. They will show greater flexibility and increase productivity as they will increasingly work in the best interests of the company. Absenteeism and turnover decreases, and conflicts tend to get resolved.

Work Climate Profile

Work climate is characterised by 6 key dimensions – Flexibility, Responsibility, Team Commitment, Clarity, Rewards and Standards. Our Australian based assessment will give you a workgroup-by-workgroup picture of the climate in your organisation. The work climate profile includes measuring both the actual and desired climates from the manager and their team.

Research shows that 50%-70% of the climate in a workgroup is determined by the management style of the manager of the workgroup. So the climate in your organisation may differ greatly from one workgroup to the next. One manager will have an engaged and stable team whilst another will have an unproductive and disengaged group.

By comparing workgroup profiles of your managers, you will see the strengths and weaknesses of your management team and know whose influence you can promote to bring the changes you are seeking.

Typically, managers will also have some similar results in their dimensions of their climate profiles. These similarities point to the fact that 30-50% of the workgroup climate is determined by organisation-wide issues like processes, systems and organisational culture. So you will also understand what are the effects of the organisation's culture and values on each workgroup.

Workgroup Climate Profile

- Supply of 10 team questionnaires and one manager's questionnaire
- Processing of questionnaires and production of actual versus desired climate profiles for both the manager and their team
- Key recommendations to bridge the gap between the team's perceptions and the manager's perceptions
- \$497 for each profile inclusive of GST (For a minimum of 5 profiles)

Management Training Australia

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Workplace Climate Workshop

You will be empowered to lift the workplace climate through developing excellence in the following "dimensions of climate".

- o **Clarity** – Helping your team to be clear about the the organisation's direction and how they fit into that direction. You will develop a strategy canvas for your organisation or department
- o **Flexibility** – How to keep unnecessary rules to a minimum and encourage new ideas. How to recognise and prevent groupthink.
- o **Responsibility** – How to give away as much decision making as possible. Learn the art of delegation and how to give away authority with responsibility and accountability
- o **Standards** – How to improve performance through goal setting. Learn what makes goal setting work and why it often does not work
- o **Rewards** – How to encourage performance through rewards that are valuable to the individual. You will learn 6 frameworks to consider how to motivate the individuals on your team
- o **Team Commitment** – How to help people to be committed to your team. How to build a high performance team and build cohesion.

This one day workshop is highly interactive, has role playing, discussion, video, assessments, templates with high take home value and includes our normal highest quality material. This workshop delivered to 20 people at your premises costs \$2700 plus travel and accommodation from Melbourne, This includes comprehensive manuals, templates, materials and assessments

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Management Styles

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. There are no wrong or right styles. 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

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

If the situation they face requires one of these default styles, then they will be able to manage the situation well. However, if the situation 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

Management Style Profile

- Supply of 10 team questionnaires and one manager’s questionnaire
- Processing of questionnaires and production of a manager style profile of self versus team’s perceptions of manager’s style
- Key recommendations to bridge the gap between team’s perceptions and manager’s perceptions
- \$497 for each profile inclusive of GST (For a minimum of 5 profiles)

Management Styles Workshop

There are six management styles that describe the way that managers relate to their teams – Visionary, friendship, democratic, coaching, pacesetting and directive. Managers typically default to 1-2 of these styles; but to be effective they need to be able to adopt the appropriate style that the situation requires

The **six management styles** 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
- **Friendship** 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
- **Pacesetting** 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

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Workgroup Climate Assessment

- Workgroup climate profile as above
- Management Style profile as above
- Personalised report of what management styles and practises the manager needs to develop to raise the level of deficiencies in their climate dimensions
- Download the sample "Workgroup Climate Assessment" from www.mtaustralia.com. This includes both the workgroup climate profile and management style profile
- \$1497 inclusive of GST

Organisation-wide climate profile and assessment

- This combines the climate results for the individual managers and gives a picture of how the organisation's culture impacts the individual workgroup's climate
- It gives a picture of what organisation wide climate issues are important
- \$497 inclusive of GST (if at least 5 individual workgroup climate assessments have already been done)
- \$1497 inclusive of GST (if there are no individual workgroup climate profiles) as we will supply and process up to 30 climate assessments and will give a more comprehensive interpretation of the profile

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