



Manager Tools

Effective Senior Manager Conference Datasheet

Who: This training is designed for **Managers and Directors** who are ready to deepen their leadership capabilities beyond the foundational Manager Tools Trinity. Attendees must already be familiar with the Trinity (One-on-Ones, Feedback, Coaching, and Delegation), and we highly recommend having attended the Effective Manager Conference as preparation.

If your goal is to grow into a Director role—or to someday lead as an executive—this training is your next step. The path from front-line management to executive leadership isn't linear, and it certainly isn't always clear. The skills that made you a great manager won't be enough at the next level.

This program helps you close the gap between tactical management and strategic leadership. You'll learn how to think like a Director, lead other managers effectively, and begin building the perspective and behaviors required of executives. It's a shift in mindset, responsibility, and scope—and we'll guide you through it.

Why: Once managers have created a stable foundation (The Manager Tools Trinity), there is more to learn. How to mass at the point of decision. How to manage managers. How to manage a multi-layered organization. How to build an Operational System. How to proactively communicate with your organization. How to swim upstream to understand executive systems and processes.

Benefits: You will learn how to become an Effective Senior Manager and begin your growth towards executive responsibilities.

Cost: \$1300. Add any one of our other conferences to receive a bundled discount.

Agenda

8:00 Welcome & Purpose - Welcome the group and state our purpose: learning and practicing Effective Senior Manager Behaviors.

8:05 Agenda & Ground Rules - We'll cover this agenda, and then interactively agree on Ground Rules for the day.

8:15 Introductions - All attendees will prepare and present a brief (30-second) introduction of themselves.

8:35 Welcome To "Team One" - The responsibilities of managers, directors and executives, and how they differ. Begin thinking like an executive, understanding your CEO.

9:00 Managing To Results - Getting your results. Setting your results. Managing to results. Maintaining focus.

9:55 Break

10:05 Politics & Managing Managers - How to work as part of the executive team. The Nine Box process for evaluating talent.

11:45 Lunch

12:30 Communications Planning - Developing a communications plan. Proper cadence and methods to use when communicating with your larger team.

1:30 Break

1:40 Executive Systems Cadence – Executive Trinity overview – Strategy, Operations and People. Gathering data from the annual cadence of executive activities.

2:40 Break

2:50 Session C - Intense review of the people system and individual team performance. Baseball cards to supplement reviews and support organizational growth.

4:00 Restructure Leadership – Responding with proactive speed – getting intel, making decisions and gathering your organization.

4:25 Parking Lot

4:30 Close