

Six Stage Implementation Programme

A mentoring framework designed to help you become a 'Good Manager'



Unlock your Leadership potential

PHASE TWO of the HOW2HR Management Programme



I am on a mission to create **inspiring** leaders

You become a true 'Leader-Developer' when....

1. 'You have created and adhere to an agreed way of working with your direct reports'
2. 'You understand each person in your team as an individual and know how to communicate and get the best out of them'
3. 'You are able to measure and support the team's performance, so they deliver to the best of their ability'
4. 'You have received clear feedback from the team on your own improvements as a manager'
5. 'You have developed individuals, enabling them to become interdependent'
6. 'You create sustainability across the team at the highest level'

Stage 1

'You have created and adhere to an agreed way of working with your direct reports'

This stage is all about the '**visioning**' stage of the process. This is the foundation on how you are going to work with your team throughout this programme and beyond. It's all about setting expectations, in terms of behaviours and culture. How you going to treat people, what are your '**underlying beliefs**' in what this looks like and how this should be done. What can your team expect from you, and what do you expect from them in return.



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Stage 2

'You understand each person in your team as an individual and know how to communicate and get the best out of them'

This stage of the process is all about self-awareness and understanding your team in a way you may not have been exposed to before. Using tools such as '**Personality Profiles**' and the '**Motivational Inventory**' questionnaires, you can go on a journey of discovery. First you need to recognise your own personality colour preferences and think about what your own motivations are. Then complete the same process with you teams. Once you discover this information, you will have a clearer understanding of why your direct reports behave in a particular way and how you can engage with them on a completely different level.



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Stage 3

‘You are able to measure and support the team’s performance, so they deliver to the best of their ability’

This stage of the process is about being very clear around the tasks and responsibilities that you expect each team member to undertake, and allows you to measure their performance against the job role using tools such as a **‘Job Review’** document. It is working in collaboration with your team member and taking joint ownership for their achievement and progression and gives you the ability to analyse barriers and challenges they may face and offer innovative solutions.



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Stage 4

‘You have received clear feedback from the team on your own improvements as a manager’

This stage is to determine if the Implementation Programme is having a positive impact on the team. Have you improved your skills as a manager and are you now starting to **understand and deliver against the true ethos of Liberating Leadership**. Have you gained buy in and is everyone clear on the journey, where you are now, and what you are striving to achieve by the end of the programme.



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Stage 5

‘You have developed individuals, enabling them to become interdependent’

This stage of the programme is to ensure you have a team that are interdependent, giving them autonomy, enhancing their purpose, and engaging them on a higher level. Ensuring they have a **meaningful ‘Development Plan’** so that they deliver to a high standard and that you are **delegating** appropriately without any barriers.



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Stage 6

‘You create sustainability across the team at the highest level’

This is the final stage of the process where you will analyse and review your own performance completing your last MOT on yourself to reflect on your learning throughout the journey and create a **longer term action plan** to ensure sustainability for the future or through change.

Final sign off with your Mentor and Line Manager



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Benefits of the 1:1 Mentoring Sessions



Who should have mentoring?

ANYONE WHO HAS ATTENDED THE HOW2HR LIBERATING LEADERSHIP MANAGEMENT TRAINING, including

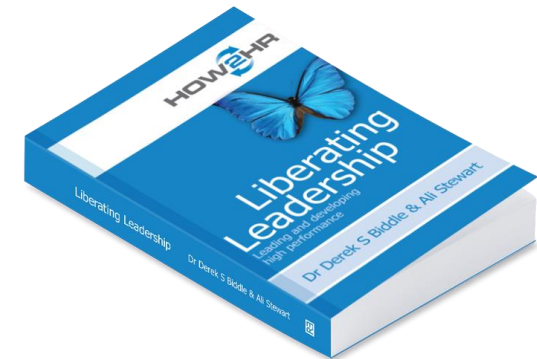
- All CEO's & MD's Welcome – Lead from the top
- Senior Management & Exec teams
- Business owners
- All Line Managers with Direct Reports from Manager to Team Leaders
- Project Managers
- Rising Stars



Next Steps

Join the mentoring programme once you have completed your Liberating Leadership management course and sign up to a 6 – 12 month plan though 1hr 1:1 monthly mentoring sessions.

For further details, cost and availability please contact Nicki Crowhurst on 07778 552727 or nicki.crowhurst@how2hr.net



<https://how2hr.net/>