

What is management development?

Some people are naturally good at managing others. Most aren't. Fortunately many of the key skills can be developed. Management development improves your managers' ability to understand, motivate, direct and reward their staff. In other words they get better at getting the best out of everyone.

Effective Management Development:

- ◆ Increases managers' connection to the big picture, allowing them to make more effective decisions
- ◆ Increases their ability to 'read' situations, so they are more effective in different situations
- ◆ Increases managers' self-knowledge and awareness, so they can moderate their behaviour to get the best out of others
- ◆ Improves their understanding of how people are different, allowing them to flex their working style with different colleagues
- ◆ Increases their group leadership skills, so they become more effective at using the strengths of the group
- ◆ Increases their understanding of how people become motivated about achieving success, allowing them to help their staff succeed

When might it be a good idea to invest in management development?

While investment in management skills can be beneficial at anytime, some organizational events create a particular need for effective management and leadership skills. Management development is particularly effective:

- ◆ When the organization is experiencing rapid organizational growth, or other substantial organizational change
- ◆ For newly created or promoted managers
- ◆ For managers with poor people skills
- ◆ For ineffective managers
- ◆ When there has been a substantive change in the management role
- ◆ When there is a need to increase management effectiveness

What does a team development programme involve?

Every client's needs are different and I tailor the service to those needs, however a management development programme could include any of the following:

- ♦ Initial interviews to establish what is needed
- ♦ Designing and delivering a programme to meet that specific needs which may included
 - ♦ Workshops and training events
 - ♦ Individual coaching
 - ♦ Action learning sets
 - ♦ Personal development activity
 - ♦ Special projects, placements, secondments, assignments
 - ♦ Psychometric assessment
 - ♦ 360 feedback
 - ♦ Follow up activities
- ♦ An evaluation of effectiveness and identification of further requirements

What if the programme I have in mind is quite big?

I have an extended team of experienced and skilled colleagues to meet the challenge of designing and delivering larger programmes. Please visit the website [Appreciating Change](#) for more details of the team and our leadership and management development services, or give me a ring.

Useful further links

For more information on management development in general, and our approach in particular, you might like to look at these short articles

[How to offer leadership in uncertain times \(blog\)](#)

[How to do management while killing leadership \(blog\)](#)

[Know thyself: what is the point of 360 feedback? \(blog article\)](#)

[The best manager's do it differently, but how? \(JT 2001\)](#)

Make a difference now. Call me on 020 8293 0017, or [email me](#) to find out more about what Jemstone Consultancy team development can do for you or your colleagues.