



Putting People at the **Heart** of High Performance

Helping Employees Become
More Highly Motivated To High
Performance

WORKSHOP OBJECTIVE

This workshop provides you with tools for diagnosing and solving “people-related” problems. Built around THE BELIEF SYSTEM™ motivation model, the workshop is designed to help managers and supervisors become more skilled in truly *“putting people at the heart of high performance.”*

HAS THIS EVER HAPPENED TO YOU?

- An employee says you show favoritism
- You had to talk with an employee about a quality problem for the 3rd time
- An employee does “on-the-job retirement” (shows up, little performance)
- You are “accused” by an employee of not following-up or listening, even though you believe you always do
- Had employees with bad attitudes (displayed in poor work behaviors)
- You believe that you have made something very clear, only to hear that an employee understood something completely different

WORKSHOP OUTCOMES

- Use your experience to improve communication with employees and increase motivation
- Solve performance problems using a tool called THE BELIEF SYSTEM™
- Improve your management skills – through better self-awareness and relationship skills
- Address perceptions of favoritism, mistrust, and issues of integrity, therefore contributing to your becoming a better manager

DAY ONE

- INTRODUCTION / OVERVIEW
- OUTCOMES
- A CAUSE FOR ACTION
- THE BELIEF SYSTEM™ of Motivation and Performance
- SOLUTIONS - EXERCISE

DAY TWO

- COMMUNICATION
- SKILL DEVELOPMENT PRACTICE #1
- MANAGING WITH EMPATHY
- SKILL DEVELOPMENT PRACTICE #2
- SUSTAINABILITY
- PUTTING IT ALL TOGETHER



MEET THE WORKSHOP LEADERS



Michael D. Comer, DM

Mike is Consulting Partner and Leader of the Training Division for The Hayes Group. He brings over 20 years of experience in leadership development and change management. Mike's doctoral studies are in organizational leadership, where he focused on how personal passion affects leadership behaviors. Mike served as a leader in Accenture's change management services area prior to The Hayes Group.



Marge Z. Hayes, MS

As Managing Partner in The Hayes Group, Marge has helped hundreds of people to become effective leaders. From her organizational development and improvement processes experience, Marge brings hands-on expertise in organizational effectiveness, bringing over 25 years of internal organizational experience which she gained while at Westinghouse Electric as Organizational Development Manager.



Bo Carrington, MBA

Bo is a Senior Consultant for the Hayes Group International. Bo brings over 17 years of varied human resources experience to the Hayes team. He possesses a strong generalist background with a passion for leadership and organizational development, facilitation, change management and organizational diagnostics. Bo is a professional facilitator and trainer with particular expertise in leadership development and coaching.

WORKSHOP DATES & REGISTRATION

DATE: March 23-24, 2010

LOCATION: Atlanta, GA

DATE: May 25-26, 2010

LOCATION: Chicago, IL

FEE: \$900 per person. Fee includes workshop materials, continental breakfast, lunches, and selected essays and books. Fee does not include transportation or hotel accommodations.

Name:

Title:

Company:

Address:

Telephone:

E-Mail:

Location Attending:

Send Invoice To: (Name, Title, Address, E-mail)

To register, please call Bob Poole at (336) 765-6764, or print and fax this registration form to (336) 765-7781. For more information, email bob@thehayesgroupintl.com.

***Cancellation Policy:** If your registration is cancelled within three weeks of the workshop, you will be invoiced a \$100 cancellation fee. If cancellation is within two weeks, no refund is allowed, but you may attend another workshop within one year of cancellation.*

