

NEW MANAGER AND TEAM LEADER TRAINING

Summary: The transition from an individual contributor to a team leader or manager is frequently one of the most difficult career changes. This custom workshop will jump start new leaders to become people-focused in addition to task-focused.

Format: One or two day workshop



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Joel DiGirolamo has over 30 years of staff and management experience in Fortune 500 companies. He has a BSEE, MBA, and an MS psychology degree and is the author of the book Leading Team Alpha and the award-winning book Yoga in No Time at All. The combination of his diverse work experience and education enable him to relate to individuals at all levels and positions of any organization in any region of the world. His broad experience has allowed him to successfully lead and participate on teams of individuals with unique backgrounds and various motivations. Joel has been a keynote speaker at several international conferences, is a member of the American Psychological Association (APA), Society for Industrial and Organizational Psychology (SIOP), and Society for Human Resource Management (SHRM). You can contact Joel at joel@jdigiolamo.com or +1-859-539-6882.

Elements:

- Making the transition from managing things to managing people
 - Different people have different values
 - Building rapport, providing feedback
 - Managing conflict: constructive & destructive
 - Measuring performance
 - Desire to compress ratings, desire to rate everyone high
 - What is best for the organization
 - Having the difficult conversations
 - Engagement
 - Motivation & rewards: intrinsic, extrinsic
- Job satisfaction vs. job performance
- Setting goals
- Selecting employees: job analysis, knowledge, skills, abilities
 - Methods, laws
- Time management: planning, people, tasks
- Getting stuck in the middle (subordinates vs. superiors)
- Communication skills
 - Taking the time, urgency
 - Nature, resources
 - Recognition, coaching
- Team dynamics
 - Task vs. process, goals
 - Knowledge, skills, abilities
- Observing yourself
- Role plays

ASSESSMENTS

Turbocharged Leadership uses many objective, scientifically validated assessments for team training, leadership and employee training and self-development, and organizational development.

- Myers-Briggs Type Indicator (MBTI)
- DISC
- Emotional Intelligence (EQ, MSCEIT)
- Five-factor Model (NEO PI-R)
- Thomas-Kilmann Conflict Mode Instrument (TKI)
- Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B)
- California Psychological Inventory (CPI)
- Mindfulness
- Maslach Burnout Inventory (MBI)
- Strong Interest Inventory
- Campbell Interest and Skill Survey
- Watson-Glaser Critical Thinking Appraisal (WGCTA)
- Wonderlic Personnel Test (WPT)