



V-Learning Academy

from



V-People



V-Management



V-Coaching



6 online learning sprint topics



6 x 2 hours sessions



Pre & post work



Optional 360 & psychometric profile



Optional coaching support

Programme Content

	1	2	3						
	Role of the Manager	Quality Conversations	Teams						
Model		<table border="1"> <tr> <td>Guide</td> <td>Delegate</td> </tr> <tr> <td>Direct</td> <td>Excite</td> </tr> <tr> <td colspan="2">Skill</td> </tr> </table>	Guide	Delegate	Direct	Excite	Skill		
Guide	Delegate								
Direct	Excite								
Skill									
Content	Emotional Intelligence Discretionary Performance Goleman model Motivation Management style	Role and goal clarity The science of motivation Quality conversations framework Role and goal clarity High quality conversations	Tuckman's model Lencioni's Five Dysfunctions of a Team Team Dynamics Characteristics of high performing teams						
	4	5	6						
	Intro to Coaching	Managing Performance	Managing Conflict						
Model									
Content	GROW model Questioning techniques Structuring your Conversations	Feedback - SEE Find Bubbles TRIM Formal/informal Recognising good/poor performance	Behaviour Iceberg Use SEE model to handle conflict Who do you find challenging? Handling the 4 types						

Delivery

