

Management Development

Do your managers understand their critical role as leaders of people and how to increase personal effectiveness? Our development program pinpoints an individual's strengths and blind spots and prescribes easy-to-use techniques and strategies to assist in developing critical emotional intelligence competencies. It enhances self-awareness by addressing the source of the behaviour (thinking) rather than the symptoms (personality). We provide personalised development content rather than a "one size fits all" approach.

If we want to change behaviour, we must first change our thinking.

Emotional Intelligence Skills

Intuition & Empathy Focus is on relationships. It is the attentiveness that we can bring to the table in terms of how we communicate and build relationships with others

Results Orientation & Decisiveness Measures how an individual thinks in relative or comparative ways, and provides insight into individual's decision making style and attention to detail

Adherence & Organization Measures a person's tendency to follow rules, regulations, policies as well as their planning & organization skills and tendencies

Self View Measures how we see ourselves uniquely on the inside or who we are as a person and how we handle rejection and criticism

Self Awareness Measures an individual's ability to think positively about their own personal competence – their level of self-confidence

Self Expectations Measures an individual's ability to focus on their ideal self, personal commitments and goals - their internal rudder

What's included in the program....

• **Manager Profile Report**

Creates awareness of strengths and developmental areas based on Manager's emotional intelligence skills. Knowing this information leads to more accurate self-understanding and assists in making better decisions so managers can be more effective in communicating with and leading their people to attain desirable business results.

• **Personalised Development eLessons**

Developed around successful management competencies personalised e-lessons are emailed every other week over 6 months

• **Quizzes**

Includes 3 quizzes to confirm mastery of the eLessons

• **Coaching (optional)**

Supports continuous learning over 3-4 months

"As a management psychologist I have taken and studied numerous assessments in thinking patterns, emotional characteristics, and self-concepts. When I took the Clear Direction Management Development Profile, I was truly amazed. It provided some of the most penetrating, accurate, and immediately helpful information I have ever received about myself. I can and do recommend the program to any serious individuals who are looking for development insight."

*Zenglo Chen, Ph.D
Management Psychologist, Motorola*

Contact us for our special introductory package

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