

Inspired Manager

How to adopt a coaching approach to managing people

**PATH
FINDER**
MASTERCLASS

This masterclass equips managers with the tools to develop a high-performance coaching approach to managing people.

Summary

Managers are under considerable pressure. They are the conduit between the vision and the people that must deliver it. In turbulent times, managing people is an extremely demanding task.

Inspired managers work differently with their teams. They simultaneously inspire, challenge and support their people. To do this they must first know themselves, and they must know how to unlock the potential of each individual member of the team.

Style and Outcomes

Our Masterclasses are interactive and immersive. We will inspire participants to reach beyond their comfort zones and encourage them to see things differently. We use a variety of exercises, inspirational video clips and group discussions.

Each participant will complete the IHD's Pathfinder Profiler questionnaire and receive a detailed personal report that will highlight their personal values, talents, preferences, motivators and personal strengths. Using their reports participants will explore ways to substantially enhance their personal effectiveness and influence.

On completion of the workshop, participants will not only have a clearer understanding of their own personality but also a better appreciation of how personality can impact performance (of themselves and others).

Who is this suitable for?

Ideal for all levels of management experience.

New managers are introduced to cutting edge approaches before they have time to develop bad habits.

Experienced managers get a chance to take a look at the style they have developed so far, and adopt a high-performance coaching approach to getting the best out of people especially in tough times.

Participants will learn:

- Informal, conversational coaching skills
- The ability to identify the hidden barriers to individual and team performance
- Increased self-awareness and the positive and negative impact of their particular approach
- Increased awareness of others, how they tick, what motivates them and unlocks their potential
- An effortless technique for regular performance appraisal that is transforming hundreds of managers' attitudes to doing appraisals

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This Masterclass will cover:

The Pathfinder Storyboard for facilitating teams

- The power of asking rather than telling
- Using questions to elicit change
- The principles of conversational coaching
- Outcome focused conversations

The Pathfinder Profiler

- Core personality types
- Self-awareness and personal reflection
- Understanding others and Maps of the World

Personality & Performance

- Frameworks for understanding how each individual thinks, feels and behaves
- Powerful motivation strategies for all personality styles

Masterclass Facilitator – Steve Ritchie

Steve Ritchie is an accredited coach and the Managing Director of IHD (Cyprus).

An exceptionally engaging teacher and facilitator, his workshops and seminars are acclaimed throughout Cyprus, Bahrain, Dubai, Kuwait and many other parts of the Middle East and Mediterranean.



A long and successful career in Senior Management in IT and Information Technology took Steve way beyond the hardware and software of IT and into the leadership of people who had to manage large scale change programmes.

Steve's natural leadership qualities attracted many followers in his line-management roles and established him as a trusted and valued player in his corporate career. He now couples his energy & corporate expertise with his knowledge of leadership, coaching and motivation as he teaches others how to get results.

Dates, Venues & Timings:

Thursday 29th April, 2010 – Londa Hotel, Limassol, 09:00 – 17:30

Thursday 18th June, 2010 – Hilton Hotel, Nicosia, 09:00 – 17:30

Welcome Coffee from 08:30

Cost of Participation:

€250 +VAT per participant (see below for group discounts)

Price includes one Pathfinder Profiler individual personality profile report per participant.

To register, please complete the registration form below or contact us:

on email at bookings@ihdcyprus.com or

by telephone on **+357-99009411**

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REGISTRATION FORM

MASTERCLASS DATE*: THURSDAY APRIL 29 (LIMASSOL) OR THURSDAY JUNE 18 (NICOSIA) *Delete as Appropriate

DELEGATE INFORMATION

MR MRS MS

FULL NAME:

COMPANY: POSITION:

ADDRESS:

PO BOX: POST CODE: TOWN:

TEL: FAX: MOBILE:

EMAIL:

<p>PARTICIPATION FEE PER DELEGATE: (INCLUDES COURSE MATERIALS, COFFEE BREAKS, LUNCH & PERSONAL PATHFINDER PROFILER REPORT)</p> <p>1ST PARTICIPANT €250 +15% VAT</p> <p>2 PARTICIPANTS FROM SAME ORGANISATION : €225 +15% VAT (PER PARTICIPANT)</p> <p>3 PARTICIPANTS FROM SAME ORGANISATION: €212 +15% VAT (PER PARTICIPANT)</p> <p>4 OR MORE PARTICIPANTS FROM SAME ORGANISATION: €200 +15% VAT (PER PARTICIPANT)</p>
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METHOD OF PAYMENT

By CHEQUE in the amount of €..... (Payable to IHD (Cyprus) Ltd)

Please post cheque with this form to: IHD (Cyprus) Ltd, Kosta Monti 23, Ayios Athanasios, 4106 Limassol, Cyprus

ADDITIONAL DELEGATES

MR MRS MS FULL NAME:

COMPANY: POSITION:

MR MRS MS FULL NAME:

COMPANY: POSITION:

MR MRS MS FULL NAME:

COMPANY: POSITION:

MR MRS MS FULL NAME:

COMPANY: POSITION: