BLUE ENGINE CONSULTING

The Learning Lab
Foundations of Management Sessions

About the sessions:
- Sessions are designed to be an introduction to the topics presented and are appropriate for all levels of managers, people leaders, and those expected to take on a similar role within the next 4-6 months.
- When presented virtually, it is the expectation that participants are actively engaged in the call (cameras on, when possible). Several small-group breakout sessions will be included to facilitate more meaningful interaction and discussion.
- Don't see the content you're looking for? Let us know! While these are our most popular topics, additional course content is available.

The Courses:

Leading Through Change (90 minutes or 3 hours)
- Understand what leaders actually mean by "change management"
- Recognize the ways that you can better facilitate change right now
- Make a plan for tackling long-term organization and team change

Running Effective Meetings (90 minutes or 3 hours)
- Understand the different types of meetings and when to utilize each
- Learn to create outcome-based meetings and eliminate non-productive time
- Utilize skills such as mining for conflict, disagree-and-commit, and assigning the contrarian to enhance the value of time spent together

Facilitating 1:1's/ Effective Coaching (3 hours)
- Transform 1:1's from a "talk at you" to a "collaborate with you" experience led by your employee
- Utilize simple planning skills to turn updates and status meetings into conversations about sustained growth and proactive task management
- Learn the basic tenants of coaching and how to incorporate them into your current leadership style

Development vs. Performance Feedback (3 hours)
- Understand the difference and importance of distinguishing between development and performance feedback conversations
- Empower employees to be the architects of their own career growth
- Understand how to support performance improvement appropriately based on specific needs

Behavior-Based Interviewing (3 hours)
- Learn basic interview skills designed to predict future performance by examining past experiences
- Understand how to prepare for interviews and how to analyze data gathered during the interview process to make hiring decisions
- Recognize and avoid common interviewer pitfalls and implement simple best practices to move toward interviewer excellence.

Managing Multiple Generations (3 hours)
- Understand the differences in generational experience and how they impact work
- Appreciate the differing opinions and perspectives held by generational groups
- Creating action-based change to honor generational differences in the workplace

Great Coaching (90-minutes or 3 hours)
- Understand coaching vs. managing
- Recognize your coaching styles
- Learn to ask powerful questions and use multiple coaching techniques confidently and effectively

Managing Remote Employees and Hybrid Teams (90-minutes or 3 hours)
- Understand some of the common challenges of remote workforces, as well as the benefits of workplace flexibility
- Learn to build vulnerability-based trust and strong team culture absent in-person interactions
- Develop a communication cadence that meets the needs of individual team members and working groups

Goal Setting and Setting Performance Expectations (3 hours)
- Understand the different kinds of goals that organizations use to operate (OKRs, MBOs…etc.)
- Use SMART goals to define where you're headed
- Develop a frequent touch base cadence (weekly, monthly, quarterly) to get you there.

Hiring for Fit—Training for Performance (90-minutes or 3 hours)
- Understand how to identify, interview, and hire for cultural fit.
- Use specific training tools to improve ramp time and training effectiveness.
- Develop a plan for building a training plan in a manageable way.

We Need to Talk—Initiating Challenging Conversations (3 hours)
- Understand the components of a critical conversation.
- Utilize a real-life scenario that you need to solve now to build your conversation.
- Learn the best practices for executing conversation and incorporating frequent feedback into your workflow.

Insights Discovery (Licensed Product)
- Learn about differing communication preferences and styles.
- Understand your own communication preference in great depth.
- Learn about the communication preferences of those on your team, as well as how team preferences can impact the work that you produce.

SLII Concepts (Licensed Product—Formerly Situational Leadership II)
- Understand how to identify goals and tasks that are critical to your success and the success of those you work with.
- Learn to diagnose the development level of individuals, for a specific goal or task.
- Match your diagnosis with leadership behaviors designed to help people excel and grow.