

P EOPLE
A CHIEVING
C ONTINUOUS
E XCELLENCE

World Class
People Management
Development
Programme 2022

Approved by

athe AWARDS FOR
TRAINING AND
HIGHER EDUCATION

4 day Masterclasses (16 topics)
Virtual or in Person Delivery

- A unique toolkit for each module
- Continuous Personal Mentorship via follow on check-in Webinars



Devised by

Margaret Considine

Global Corporate Trainer, Thought
Leader, Keynote Speaker & Author

LEADERSHIP AND EXECUTIVE DEVELOPMENT FOR TODAY'S AND TOMORROW'S DECISION MAKERS

View all our corporate training courses at www.equita.ie

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Programme Overview

The PACE Programme is uniquely designed to develop managers management skills so they can implement the company's business strategy through their people. The participants will develop their own **People Plan** and get a follow up support in three months. This programme delves into the **fundamentals of relationship management, delegation, problem solving, decision making and negotiation skills, effective communication and influencing**, to empower managers "to conduct their orchestra" in the most effective and engaging way.

Programme Objectives

To provide managers with a practical everyday toolkit that will enable them to deliver optimised business strategy through effective people management. To build a **People Plan** for your business unit

Programme Benefits

- Master your people management skills through dynamic and intensive learning processes
- Learn engagement practices and enhance your motivation skills.
- Develop greater confidence in decision making, delegation & control
- Achieve excellence in communication and influencing skills.
- Use the fundamental skills of coaching and performance management to motivate your staff
- Develop your own People Plan (get follow up support in 3 months)

Methodology

- Highly interactive and participative live learning environment
- Pre-reading materials prior to each module
- Psychometrics
- Dynamic role-plays
- Case studies
- Relevant articles and reading
- Unique Toolkit for each training day
- Follow up mentoring and or webinar session with each participant to check on the progress and support further development



Managers new to the challenges of people management

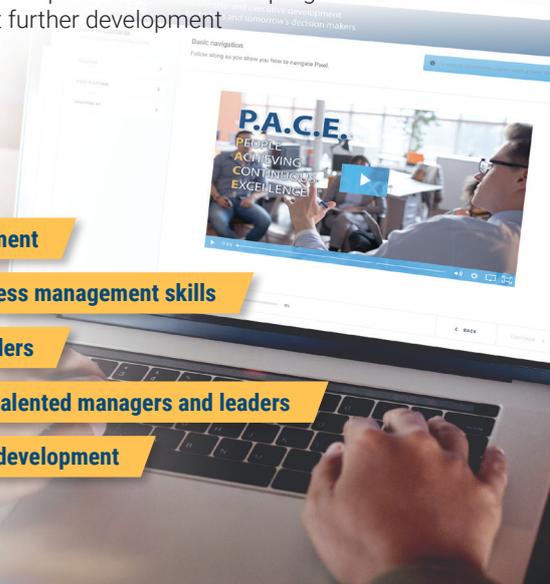
Those who wish to improve their people and process management skills

Companies that want to develop their future leaders

Companies who value building strong teams of talented managers and leaders

Junior and middle management who need skills development

So who is P.A.C.E.
designed for?



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LEADERSHIP AND EXECUTIVE DEVELOPMENT FOR TODAY'S AND TOMORROW'S DECISION MAKERS

Pillar 1

Your People

Employee Engagement, Mentoring & Coaching, Motivation, Delegation

Have you ever felt a lack of meaningful connection with your people?

This module explores practices that managers can use to engage in their work those they lead and enhance their motivation. This module will focus on how to optimise people and move from instructing to enabling approach. Employee Engagement Plan is provided.

Pillar 3

Continuous Improvement

Communication, Feedback, Influence, Persuasion

How to make sure that your message is clear, heard and understood?

This module focuses on enhancing managers' communication to enable them to lead their teams effectively and meet business targets. This module will also provide an understanding of how to influence as a manager by getting what you want without raising resistance and reactance and maintaining great working relationships.

Pillar 2

Achieving

Decision Making, Problem Solving, Conflict management, Negotiation

How to get a win-win solution in every difficult conversation?

Based on the skills obtained in Module 1, this module will focus on effective problem solving skills and decision making process that every manager is responsible for. Along the way, this module will introduce successful negotiation skills and bargaining tools to become adept in settling differences.

Pillar 4

Excellence

Change Management, Culture, Excellence, People Plan Execution

Where are you now as a People Manager? Where do you want to be?

Having obtained core management skills in three previous modules, this module focuses on developing a personal people focused strategy plan to link business tasks to the company's business strategy through effective people management.

Working specifically with their own opportunities and challenges each participant will focus on the their own division, unit or department and with what they have applied from the previous three modules, determine how to lead their people this year and beyond to optimum effect.



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About EQuita Group

The EQuita Group is the business consultancy and corporate training company of choice for many companies nationally and internationally. Our services include leadership and executive development, skills-based training, commercial negotiations and workplace productivity solutions and as strategic advisors to client organisations.

Founded by CEO Margaret Considine in 2001, the EQuita Group continues to be one of Ireland's leading consultancy practices in its fields of specialist expertise. Margaret is a leading expert in Negotiation and Executive Education and an international keynote speaker.

Margaret has had many articles published in national and international journals, is the author of six books, and is regularly asked to contribute across all media platforms including television, radio, and online.

Our consultants are all experts in business and organisation development; many of them are authors and keynote speakers; they are skillful at devising resonant customised solutions for each client, leading to excellent long term relationships and loyal customers.



Our Clients include:



EQuita Group Ltd. Suite 15, Tallaght Business Centre, Whitestown Business Park, Dublin 24, Ireland.

P: +353 (1) 293 4741
E: talktous@equita.ie
W: www.equita.ie

How to get the most out of this programme

P.A.C.E.

World Class People Management Development Programme

To meet management development needs, we recommend the following customisable programme as part of this project to deliver results in line with your engagement survey and people leader opportunities and skill optimization to bench strength the people skills of a core set of future senior managers and leaders:

1

Attend all 4 Live Modules – across the four pillars of the PACE programme

Pillar 1 People

Employee Engagement, Mentoring & Coaching, Motivation, Delegation

Pillar 2 Achieving

Decision Making, Problem Solving, Conflict Management, Negotiation

Pillar 3 Continuous

Communication, Feedback, Influence, Persuasion

Pillar 4 Excellence

Change Management, Culture, Excellence, People Plan Execution

Time investment : 32 hours (8 hours per session)

2

Apply the work from each session to own team leadership objectives

Time investment: 1 hour prior to each session plus 1 hour following each session

3

Complete a custom built tried and tested people plan for your business

Time investment: 4 hours following 1 and 2 above. This is built incrementally after each session. Templates provided



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