KERRHILL

Managers Performance Program
Process and Flow

Phase I

4-6 weeks
prior to workshop

Data Gathering

- 360° Questionnaires
- Behavioral Profiles
- Needs Assessment
- Data Analysis

Phase II

2.5 Days

Offsite Workshop

- Personal/Professional Management Development
- 360° Feedback Report
- IGOA™ Team Consulting
- Management Team Meeting ™
- Writing Goals
- Case Study
- Action Plans

Phase III

45-60 Days
after workshop

Action Month

- Review Summary Report with facilitator/consultant (3-4 weeks after workshop)
- Managers Performance Appraisal
- Coaching for Meeting with Manager
- Implementing Action Plans from IGOA™ Forms
- Practicing and Implementing Changes to Management Style and Process
- Monitor Results from Goals for 4th Day

Phase IV

1/2 Day
Follow-Up

4th Day Workshop

- Review Program
- Review Goals and Results
- What Has Worked?
- What Has Not Worked?
- DISC - Overview and Reports
- Setting New Goals
- Action Planning Moving Forward

Phase V

Ongoing Career
Development

Post-Program Options

- Ongoing Professional Coaching
- DISC Reports and Learning to Management Team
- Teambuilding
- Total Life Management
- Custom Learning Development

© Kerr Hill, Inc.