

8-HOUR
COURSE

V-PAS: Value your People by holding them Accountable and encouraging them to Speak up!



Note: This class is also available in 4-hour and 2-hour formats.

OVERVIEW

How a business functions is directly related to the leadership ability of the people running the company. This seems like an obvious statement but if it is so evident, why do so few companies invest in leadership development training for their people? Why do we invest so few resources in the largest, most valuable asset we have?

Studies show:

- Two-thirds of the people who leave their jobs are really leaving their *boss/manager*.
- The extent to which we do or do not fully contribute is governed by *attitude* rather than by fear, necessity or economic influence.
- Eighty-five percent of American workers could work harder on the job and more than half could double their effectiveness if they wanted to.
- There is an increment of human effort which can be applied *exclusively at the discretion* of the individual. This “discretionary effort” represents the difference between the level of effort which is minimally necessary and that of which we are in fact capable and studies show that most managers and leaders are not getting this discretionary effort from their people.
- Many managers and leaders do things that actually deter their people from expending more effort than what is minimally necessary to get the job done. But just “getting the job done” is not enough!

In this class you will learn PMETH Principles™ and PMETHods™ that you can begin applying immediately that will help to ensure that you are getting the most out of your people; ensure that people are doing more than what is merely expected.

COURSE OUTLINE

1. **Leadership Is a Skill** You can have thirty years of “leadership experience” and still not be an effective leader. Exemplary leadership ability is not an inherent by-product of professional experience. In this class you will learn that to be effective, we need to make a conscious effort to learn to lead.
2. **Valuing People** People are the principal asset of every company. Without them, there would be no company. Learning what you have to do to keep them—physically and mentally—is critical to meeting professional objectives.
3. **Speaking Up** In business, and in life we are told “not to rock the boat”. Well that is horrible advice! In this class you will learn why it is imperative to rock the boat and ask the tough questions.
4. **Accountability and Continuous Feedback** Do you know someone who was fired for poor performance and was completely shocked when they got the ax? If so, someone wasn’t doing their job. Learn why holding each other accountable and giving continuous constructive feedback is crucial to achieving and maintaining high performance.
5. **Why You Should Learn to Lead** Some people believe that certain people are meant to be leaders while others are meant to be followers, and think that the “meant to be followers” don’t have to learn to lead. But, if you have direct reports and/or decision-making authority, you’ve already assumed a leadership position and it is your responsibility to learn to lead and demonstrate leadership characteristics on a daily basis.

Begin the PMETH Leadership Journey and increase your chances of achieving long-term sustainable success—Contact Lisa TODAY!

PMETH Consulting