



LOUIS ALLEN

BETTER MANAGERS = BETTER RESULTS



## PROFESSIONAL MANAGEMENT LEADERSHIP

*Management Leadership development based on the internationally recognised **Allen Management System™***

### DESCRIPTION

The Professional Management Leadership workshop provides an in-depth understanding of the professional role of the management leader including his/her accountability for planning, organising, leading, and controlling the work in his/her area of responsibility. A Professional Management Leader needs to translate strategy into operational/tactical plans to ensure effective implementation lower down the organisation. An emphasis is placed on post workshop application and skill transference.

### FORMAT

The Professional Management Leadership workshop is a six-day interactive, instructor-led, learning experience, followed by a 12-week on-the-job business improvement project and assessment.

The workshop includes the **Effective Management Leadership Survey**: a multi-rater survey that measures the perceived effectiveness of the specific participant's management practices and behaviours.

### TARGET GROUP

This workshop is intended for middle to senior management, as well as business owners. It is ideal for participants with previous management experience and a basic understanding of management concepts.

### LEARNING OUTCOMES

- Understanding the logical, interactive management system for optimal results as well as the role and key activities of Professional Management Leadership.
- Receive feedback on effective Management Leadership practices and behaviours.
- Learn how effective Management Leaders **LEAD** through and with others towards common goals.
- Learn how to manage performance effectively through applying key **PLANNING** and **CONTROLLING** activities.
- Learn how to **ORGANISE** resources and activities so that people can take effective action.
- Apply effective problem-solving and develop action plans to implement solutions that have a direct bottom-line impact.
- Implement an on-the-job business improvement project applying the principles and techniques learned.

### PROGRAM TOPICS

- Management Leadership
- Management as a System
- Planning, Leading, Organising & Controlling
- Managing Performance
- Problem-Solving, Solution Development & Action Planning
- Applying the Management System

**TIMELESS MANAGEMENT LEADERSHIP PRACTICES**

## BENEFITS

- 1. Increased management leadership effectiveness**  
Through understanding the logical and interactive *Allen Management System™*, participants know 'what' and 'how' to perform Management Work for optimal results.
- 2. Speaking a common management language**  
Using a common Management System ensures that managers talk the same management language and therefore are more effective as a management team.
- 3. Increased awareness on effective management leadership behaviours**  
Understanding the difference between unconscious and conscious behaviours, and the impact of these behaviours on team members and bottom-line results, increases participants' self-awareness that could potentially drive changes in their management leadership style.
- 4. Sharpen planning, organising, leading and controlling skills**  
This workshop helps participants to contextualise and refine their management knowledge as well as their ability to plan, organise, lead and control resources through core processes towards the achievement of specific measurable results.
- 5. Managing performance effectively**  
Our system's approach to effectively managing performance provides participants with an easily understandable model and practical templates. By the end of the workshop, participants' will have completed a first-draft performance contract comprising all six elements of an effective performance management system.
- 6. Increased problem-solving skills**  
A key focus of this workshop is on the ability to analyse issues effectively in order to identify the underlying root cause before action plans are developed. Ensuring that real problems rather than symptoms are solved will save money and increase the impact on business operations.

## 7. Practical Application

Our approach ensures concepts; principles and techniques are applied through the use of practical exercises, tools, templates and an on-the-job business improvement project. The before- and after-picture results of the project are also measured in order to high-light the impact the participant had on bottom-line business results through this development process.

## MATERIALS

Each participant will receive the Professional Management Leadership manual, workbook and hand-outs including practical templates; as well as their individual Effective Management Leadership Survey feedback report.

*This workshop is accredited through the Services SETA on a NQF Level 5 with 26 credits.*



The Professional Management Leadership workshop and materials can easily be customised to meet the specific needs of client organisations.

*Where SETA accreditation is NOT required this program is offered as a 4-day intervention.*

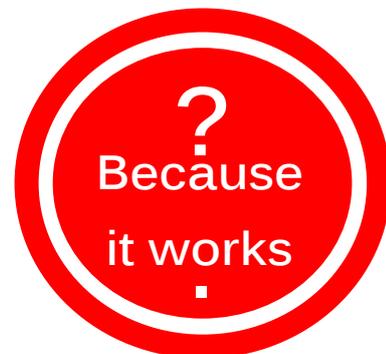
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**HELPING GOOD MANAGERS BECOME EFFECTIVE  
MANAGEMENT LEADERS THAT IMPACT BUSINESS RESULTS**