

## Typical Management Development Projects



### High Potential Management Development

6 programmes held over 3 years of 5, 2 day manager development workshops over a 6 month period to train and develop potential managers to support the business' rapid growth. The programme won an award from Purchasing and Facilities Management Magazine for its innovative and collaborative approach.

#### Programme content

- Customer presentations
- Group activities
- Individual analyses
- Workshop sessions



### Middle Management and Team Leader Development

10 programmes of 5 - 2 day manager development workshops over an 18 month period to train and develop team leaders and actual and potential middle managers. The programme was well received by the business and represented a significant commitment which was supported from the top and has seen a positive impact on the work of the participants.

#### Programme content

- In work supported projects with real business payback
- Presentation and personal effectiveness practice
- Strategic and operational management skills
- Performance management



### Manager and Team Leader Development Workshops

An open series of 1 and 2 day workshops specifically designed for you in order to train and develop managers, team leaders and supervisors in order to help them lead and manage their people and to challenge and develop existing approaches to work so that they can make effective use of the skills of their teams. These are typically run in house but can be run as open courses with a range of participants from different settings.

#### Typical Workshop topics

- Management and Leadership
- Inspirational Leadership
- Performance management
- Challenging under performance
- Managing in organisations
- Team development



### Personal Coaching

As a busy manager you might have little time to attend training workshops and yet you might need some guidance or reassurance that you are doing the right thing,

DELTA can offer focussed and practical guidance from experienced managers who can help you through that 'sticky problem' or give you some down to earth advice about how to handle different challenges.

#### Topics covered can vary widely from :-

- Business impact to personal choice
- Business skills to personal skills
- Balancing ambition with reality
- Career and personal choice
- and of course business and management skills



**Bournemouth Borough Council**

### Senior Management Development

A programme of 2 day manager development workshops over a 4 month period to challenge and develop senior managers to motivate them to maintain and improve upon a high quality OFSTED report and to share learning and to further integrate them into the wider and developing Council.

#### Programme content

- Inspirational Leadership
- Customer relationship management
- Challenging under performance
- Motivating and managing people

**Southampton City**   
Primary Care Trust

### Supervisory and Team Leader Development

A series of 1 and 2 day workshops spanning around 10 years to train and develop team leaders and supervisors in General Practices in order to help them challenge and develop existing approaches to work so that they can make effective use of the skills of their teams. These are run as open courses with a range of participants from different Practices.

#### Typical Workshop content

- Management and Leadership
- Managing in organisations
- Team development
- Conflict management and assertion