



SOCIAL STYLE®

Managing For Results™

➔ One-Day Course

AUDIENCE

Managers

ASSESSMENTS AVAILABLE

Multi-Rater SOCIAL STYLE® & Enhanced Versatility Profile for Managers

USE

Comprehensive Interactive Course that begins with the concept of SOCIAL STYLE & Versatility and then teaches its application using a variety of exercises specific to the managerial role.

PRODUCT DESCRIPTION

The **Managing for Results** course begins by teaching the concepts of TRACOM's SOCIAL STYLE & Versatility—a proven interpersonal skills model developed 50 years ago and now used throughout the world to teach people to interact effectively with their co-workers, clients, prospects, direct reports, managers, and leaders.

Once participants have a strong understanding of the concepts of the SOCIAL STYLE Model™ and the Versatility Model, the course teaches participants how to apply the concepts to real-world managerial workplace situations.

Through exercises and identification techniques, the participants will learn the best method to coach, critique, and praise direct reports using the approach most welcomed by their direct reports.

After completion of the **Managing for Results** course, participants will know their own SOCIAL STYLES and how to control their behaviors when interacting with direct reports of varying SOCIAL STYLE. Managers will also know how to anticipate reactions from their direct reports and how to reduce or increase tension in order to create the most productive and effective workplace situations.

Participants will also learn how to increase their Versatility; a concept that TRACOM research has shown to be of great importance to managers and correlates with success in the workplace.



INTERPERSONAL SKILLS: ESSENTIAL FOR MANAGERS

Four out of ten newly promoted managers will fail within the first 18 months.

Inadequate interpersonal skills are the main cause of leadership failure.

High managerial performance is directly linked to high interpersonal skills.

TRACOM's Managing For Results course uses the popular and proven SOCIAL STYLE MODEL™ to *develop the critical interpersonal skills needed for managerial success.*

VERSATILITY

Versatility is a measure of a person's *Image, Presentation, Competence, and Feedback*, the areas that contribute to a person's interpersonal skills. Versatility is a significant component of overall success, comparable to intelligence, previous work experience, and personality.



TRACOM GROUP
THE CREATOR OF SOCIAL STYLE®

BENEFITS

- Managers will learn how their direct reports perceive their behaviors
- Managers will be able to identify the SOCIAL STYLE of their direct reports
- Managers will explore and identify factors that affect the amount of support and respect that their direct reports give them
- Managers will learn to apply the Versatile Managing with Style Strategy for developing an interaction plan for a direct report of their choosing
- Managers will have an opportunity in class to work on real issues that are affecting their productivity as a manager
- Managers will discover how to identify ways that they can help their direct reports take their Growth Action
- Managers will learn how to coach, critique and praise their direct reports
- Managers will develop strategies for developing mutually productive relationships with their direct reports

THE PARTICIPANT PACKAGE INCLUDES:

Participant Workbook • Accepts/Rejects Card • VMS Strategy Job Aid • Skills Guide Card • Achieving Higher Versatility Resource Guide

ADMINISTRATIVE TOOLS FOR COURSE DELIVERY

Facilitating this course requires certification. You may choose to certify your own staff or use TRACOM's certified instructors.

THE ADMIN KIT INCLUDES:

Facilitator Guide • Name That Style Role Play Cards • Participant Package • Resource Tools including Videos, PowerPoint Presentation, Session Evaluation Handout and Participant Certificate Template



SOCIAL STYLE®



One-Day Course Agenda

MORNING

Introduction to SOCIAL STYLE
Dimensions of Behavior
SOCIAL STYLE Model™
Tension Management
Versatility

AFTERNOON

Improving Direct Report Relationships
Working the Sources of Versatility
Taking Steps to Enhance Your Versatility
Adjusting Your Style Appropriately
Managing with Versatility
Next Steps and Final Q&A



Post-Training Micro-Learning



SOCIAL STYLE Navigator® is available free of charge to anyone with a SOCIAL STYLE profile. The mobile-friendly platform includes modular content to support specific learning objectives. The application includes the SOCIAL STYLE Advisor, the SOCIAL STYLE Estimator, and eLearning modules on the topics of Managing Conflict, Working in Teams, Coaching Others and Achieving Higher Versatility.

For more information, please visit tracom.com.

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