

Accelerate Manager Effectiveness



Six Boxes® Management Development

Develop effective “people managers” and improve employee engagement

The greatest opportunity to accelerate business results is to embed research-based performance thinking in your organization. Teach your managers and leaders how to drive employee development and performance improvement with the simplicity and plain language of The Six Boxes Approach. With a lean set of tools customized to match your organization, this program enables you to build an ongoing improvement process by means of performance-focused management practices.

This program enables participants to:

- measurably accelerate business results by improving the performance and engagement of employees
- establish a shared understanding of human performance and what drives it, as a foundation for ongoing management and leadership development
- configure a company-specific, longitudinal management development curriculum combining existing programs and custom training modules, plus coaching, and
- build a team of management coaches who support ongoing collaboration and refinement of management processes, tools, and culture across the organization.

If I can't fit what I'm about to do as a manager and an executive into the Six Boxes Model, then I don't do it. This model, and the understanding I've gained about the factors that drive successful performance, are central to my management and leadership approach.

- Sr. VP of Sales

The *Six Boxes Management Development Program* teaches “people managers” to use the Performance Chain to diagnose and target individual or team performance that they want to develop or improve, and apply the Six Boxes Model to develop plans for improving performance. Managers learn how to actively engage and develop their people, anticipate and plan for new performance requirements, and make better day-to-day performance management decisions. If combined with *The Six Boxes Application Program* for performance professionals, this program enables staff and line management to collaborate using a common language and framework to improve business results.



Description

The basic *Six Boxes Management Development Program* combines two half-day sessions with on-the-job assignments and follow-up coaching. It enables participants to create performance-based job descriptions and individual or team development plans. Managers use these plans to expand or deepen team capabilities, prepare people for promotions, implement new programs, systems, or strategies, and help struggling employees. Managers learn to think differently and approach day-to-day management with a more performance-focused and systematic process for connecting people to results they need to achieve.

Certification & Licensing

Many organizations prefer to deliver management development programs themselves, rather than using outside facilitators. We encourage clients to identify two or more internal people to become certified workshop facilitators and management coaches. This not only saves you money after the initial certification period, it also establishes internal capability, woven into your culture and internal social networks, for continuously improving managers and management practices with ongoing coaching.

Optional Leadership Modules

While directly managing and developing individuals and teams is the focus of our basic management development program, The Six Boxes Approach also offers a perspective and tools to enhance leadership capabilities at any level in the organization, from Team Leader to CEO. It is a good next step for managers who seek to advance to leadership roles that set the standard for excellent performance, drive continuous improvement of the organization's overall performance system, and lead by example.

Customization

You can add custom modules to teach more detailed skills and application. Learn how to:

- define better goals in your performance management system
- set expectations and give feedback
- use positive reinforcement
- help reports to master new skills
- conduct effective skip-level meetings
- anticipate market and business driven requirements and lead change

The specific configuration will vary from one client organization to another. You can also customize the name of this program to fit your internal communication objectives.

It makes me think more broadly. As an engineer I just want to fix the problem, but as a Lead I know I need to address how we're evolving as a team and I can only do that with the Six Boxes.

- Engineering Team Leader

The Performance Thinking Network

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