



# Best Practice in Managing People

Delivered by:



## Programme Summary

This programme provides solutions to the challenges faced by line managers in managing and motivating people to achieve an organisation's objectives and results.

Drawing on current research and practical exercises, participants will be provided with concepts and frameworks that can be directly applied in the work place. The first day focuses on how organisations cope with change, the implications for the workforce and the role of the manager to sustain and increase commitment and performance during times of change and uncertainty. The second day provides practical tool-kits in the functional areas of line management. We conclude with each participant preparing a personal learning action plan for post-course development.

The two days are highly interactive and reflective, and we use industry examples, case studies and role play as well as insights from latest research to create a lively and productive learning environment.

The programme will benefit general managers in both the public and private sector with significant people management responsibilities, who have either recently taken on these responsibilities or wish to refresh their knowledge and skills.

## Topics

- The value of effective people management
- Key frameworks and models
- Selecting and recruiting valued talent
- Employee induction and integration
- Sustainable motivation and engagement
- Performance management and rewards
- Leadership development and communication
- Coaching and mentoring
- Procedural justice and conflict resolution
- Social capital and relationships with other functional groups

## Benefits

- Acquire and develop new people management capabilities and confidence
- Gain practical concepts and frameworks
- Translate frameworks into day-day business responsibilities
- Understand more about your own role as a leader
- Develop personal action plans to use your new skills and achieve desired behaviours within your team

[Download the \*Best Practice in Managing People\* detailed agenda](#)

Participants earn a certificate on completing the programme. This programme counts as one course for those completing the Cambridge Executive Education General Management Certificate



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### **Why Executive Education at the University of Cambridge?**

The University of Cambridge is internationally renowned for:

- outstanding faculty and excellence in teaching and research
- a collaborative learning environment and community
- commitment to innovation and its application in science, technology and business
- the Judge Business School MBA programme, which is ranked among the best in the world

Our goals in Executive Education at Judge Business School are to align these strengths to deliver programmes that impact on the development of leaders and organisational performance.

Our programmes are designed to provide a collaborative and stimulating environment for learning and to add value to your professional career and personal growth. The diverse educational and professional backgrounds of our faculty and delegates enrich the experience. We attract participants from around the world and across industries and business sectors.

### **Cost: 9 units**

For more information please email the TLC Training Co-ordinator on [registrations@thelearningcollaboration.com](mailto:registrations@thelearningcollaboration.com)