



Lead with clarity,
coaching, and
compassionate
accountability;
not intimidation
and fear.



people performance ↑
people problems ↓



*people-focused strategies to
transform the workplace*

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The Transform!

MANAGERIAL DEVELOPMENT Experience

Two Simple Components

There are two simple components to the *Transform!* philosophy:

1. Inspire great performance from your employees.
2. Handle people problems in a way that re-inspires commitment without damaging your relationship with your employees.

Managers who embrace the *Transform!* philosophy empower their employees to perform at their best.

They engage and inspire others to drive results that exceed expectations.

The Journey

- Lead a modern workforce and inspire employees to give their best.
- Be the manager everyone wants to work for.
- Learn a non-punitive process to comfortably discuss performance issues.
- Develop people-leader habits that profoundly impact the workplace culture.

The Impact

What would be the impact on your organization if your employees:

- Consistently performed their jobs effectively & efficiently
- Came to work with a positive attitude
- Treated each other with respect
- No drama!
- Helped each other out and gave their best

Managing people can be challenging

Dealing with the typical aspects of managing people is the toughest role of any people leader.

Most people leaders have never received training on how to inspire their people for the long term and be a truly effective leader. Or if they did, it was training that was ineffective and they returned to most of their old habits as soon as the training event was over.

Imagine if your people leaders:

- Develop teams of employees who enjoy coming to work and respect & admire their leader
- Rarely deal with people problems because they manage their employees so well
- Are known as the managers everyone wants to work for



MODULES

1. Introduction & the People Management Diagram
 - Foundations for Effective People Management
 - Strategies for Motivation and Engagement
2. Set Clear Expectations with Success Definitions
3. Build Performance Relationships by Knowing Your Team One2One
4. Improve Performance Through Coaching and S.M.A.R.T. Goals
5. Create Clarity and Trust through Relational Communication & Active Listening
6. Accelerate Performance by Harnessing the Power of Recognition & Feedback
7. *Transform!* Positive Discipline Process
 - Performance Advising - Correcting Poor Performance
 - The Performance Expectation Dialogue
 - Recommitment Day

Custom Opportunities

Bring this experience to your business

Contact Anita to discuss a custom journey for your organization.

Faith-Based Option



A faith-based version is available that ties in scripture and includes discussions on managing in the steps of the greatest Leader of all-time, Jesus Christ.

COURSE STRUCTURE

PHASE 1: 7-Week Course

Session 1: full-day

Sessions 2 - 6: 90-minutes

Session 7: full-day

[Other formats available]

PHASE 2: Growth Channels

Learning doesn't end after Class Seven. Practice is important to form new habits and strengthen newly learned skills. This happens through *Growth Channels*.

Growth Channels provide a safe environment to share stories based on workplace application, share "aha" moments, discuss challenges, and solidify habits.

Growth Channel Options:

- Mini-retreat
- Bi-weekly group sessions
- Individual coaching

PHASE 3: Habit Encouragers

Participants receive short articles, videos or other micro-learning resources for six months.

Features

- Seven classes covering the Key Focus Areas and Core Principles of Transform! Managerial Development.
- Workbooks, access to workbook audio recordings, and a personal communications & temperament style assessment.
- Access to electronic versions of the workbook and core resource materials.
- Growth Channel: Mini-retreat or 4 bi-weekly group sessions
- Following the Growth Channel, participants receive monthly micro-learning resources.
- The facilitator is available for calls and emails during and following the experience to answer questions, serve as a sounding board, and offer support.
- Limited group size fosters open discussion, interaction, and peer accountability.
- Pre- and post-course surveys available to establish a benchmark, and measure growth.
- “Train the Trainer” licensing is available.



Continue Your Journey

Additional services from the Transform! Suite

- Targeted Leadership Development
- Continuous Employee Growth
- Building Strong Teams
- Supervisory Training
- Hiring & Onboarding Strategies
- HR Advisory Services
- Mentoring

