



## Maximizing Performance with Better Conversations

### High quality online program

*Maximising Performance with Better Conversations* is an exciting new program that is part of the Lunch & Learn Series, an innovative online leadership development program for managers. Facilitated by Dr Tim Baker, prolific author, and global expert of performance conversations. The aims of this program are:

- To develop confidence & skills in conversational leadership
- To appreciate the power & capacity of developmental conversations and its link to performance
- To remove or manage the organisational barriers to productive conversations

6 x 1-hour webinars, a copy of Tim Baker's latest book, and a comprehensive online development program

REGISTER AT

<http://www.winnersatwork.com.au/register-here/>

Each of the six units is introduced in a 1-hour webinar online, Participants are then directed to the online learning centre where they are exposed to practical strategies for implementation in the workplace. No classes, travel and accommodation costs and time wasted. This is a cost-effective way to learn that promises to enhance engagement and trust.

Participants complete the online program in their own time. The webinars, introducing the six units, are presented during a lunch period to minimise interruption to the workplace. Participants connect to the webinar sessions and online learning centre simply, with instructions and links on enrolment. Managers also receive a signed copy of Tim's latest book: [\*Bringing the Human Being Back to Work: The 10 Performance and Development Conversations Leaders Must Have\*](#).

After each unit, participants receive the set of PowerPoint slides and a full video recording of each session. These support tools are useful if participants miss the webinar or want to review the material. Each webinar is designed to be interactive, and participants can ask questions throughout the broadcast. The online learning centre is also interactive. The presenter interacts with participants throughout the program to answer questions and provide feedback.

### Webinar session topics

#### Unit 1—Being An Authentic Leader

Conversations are at the heart of a manager's work. It's through conversations that managers coach, inspire, motivate, provide feedback, and much more. Being authentic is about staying authentic, relatable, and firm and fair. This unit provides managers with an understanding of what it means to be an authentic leader and how to go about this.

#### Unit 2—Five Conversations Framework

The [\*Five Conversations Framework\*](#) is an internationally recognised, practical approach developed by Tim Baker designed to having regular check-ins and catch-ups with team members. The focus is on five performance-based conversations that make a difference. This unit explains the framework and challenges managers to implement it in their workplace to accelerate performance.

#### Unit 3—Improving Coaching Conversations Using GROW

G.R.O.W is one of the most reputable coaching methods available. The focus is on putting the responsibility on the coachee to take appropriate action in the workplace. Coaching should be a two-way interaction and GROW makes it so. This unit explores the GROW model and how and when it can be applied in everyday situations.

## Unit 4—Visioning And Purpose Conversations To Improve Engagement

Visioning and purpose conversations are based on Simon Sinek's 'why' of work. If people understand the context of why they are doing what they are doing, it improves engagement. This unit considers some key questions and ideas that the manager can ask and use to assist their team member to see the context of what they are doing and the value it brings to the workplace, regardless of how mundane the task may seem.

## Unit 5—Encouraging Conversations To Build Commitment

Encouraging conversations are about challenging people to maintain or improve their performance. Through positive reinforcement and gentle, but firm encouragement, leaders are building commitment from team members. Commitment leads to better performance. In this unit we look at the ways and means to encourage higher performance through positive support.

## Unit 6—Relationship Building Conversations In Five Simple Steps

Relationship building conversations are designed to improve the working relationship between the leader and colleague. Inevitably, at least one relationship needs improvement in a team. This unit discusses five steps to building better working relationships. Good working relationships are the cornerstone of performance.

### Benefits

#### Organisation

By investing in your leaders, you create organisational leverage. The benefit for your organisation in enrolling your leaders in this series is that it's a cost-effective alternative to sending people away to an expensive course, with little relevance to your workplace. The program is completed over lunch and is short, focused, and practical.

#### Leader

The leader can develop their career skills over lunch and minimises the disruption to their normal day. The tips and tools can be implemented immediately after lunch, while it's fresh in the leader's mind.

*By any measure, you are a very effective speaker and educator I have found your webinar's especially intriguing. Thanks for the great learnings you have been delivering through this online program. I have taken away with me some great tips that I now use in my workplace to motivate and get the best out of my crews.*

**Tony Chicco – Queensland Fire & Emergency Services**

*Fantastic session Tim, I liked how clear and concise your points were and how you facilitated in context but also offered suggested questions to ask in each situation – for myself its half the battle to think about these little things!*

**Byron Mitchell –Amart Sports**

### Presenter



**Dr Tim Baker** is an internationally recognised authority on leadership, management, and organisational development. He is a successful author, having published nine books in this field. In 2013, Tim was voted one of the 50 Most Talented Global Training & Development Leaders by the World HRD Congress. In a nutshell, Tim has conducted over 2,430 seminars, workshops, and keynote addresses to over 45,000 people in 11 countries across 21 industry groups.

### Investment

Pay \$495 for one attendee to participate in the entire Lunch & Learn Series. **Discounts for six or more from the same organisation.** Here is what you receive:

- 6 x 1-hour webinar sessions on cutting edge information
- Unlimited contact via email with Tim
- PowerPoint slides & recordings of each unit
- Practical application tools for immediate implementation
- Personalised online learning centre
- One signed copy of Tim's latest book: [Bringing the Human Being Back to Work](#)

For more information contact Tim at [tim@winnersatwork.com.au](mailto:tim@winnersatwork.com.au) or call 61 413 636 832