

Engaging Line Managers

One-Day Workshop



Summary

Transforming your HR Department is not just about changing HR. True success depends on line managers and their willingness and ability to manage their people. This workshop identifies what is required of line managers and outlines HR's role in engaging them in this process.

Workshop Details

The price is £450 per person. A 10% discount is offered on a second place booked and invoiced at the same time.

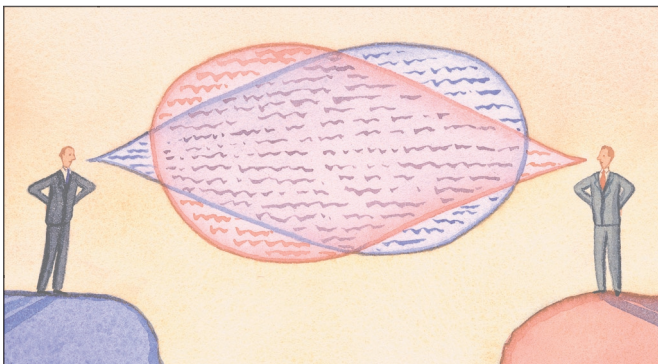
To book your place, please email Shirley.Dalziel@develop.uk.com, and for more information, please call Shirley on 07740 737 739.

This workshop will enable you to:

- Understand the link between good people management and high performance
- Explain what is meant by 'employee engagement' and provide evidence to the senior management team
- Assess the extent to which managers are able, willing and allowed to change
- Recognise the need for role clarity and simple HR processes
- Provide appropriate remedies and solutions to barriers to change
- Plan and manage a complex change programme
- Work in partnership with the line to enable them to better manage their people

Contents will include:

- The role of line managers in managing their people
- Maximising employee engagement - the role of HR and the line
- The link between people management and high performance
- Transfer of ownership of full people management to the line - recontracting
- Ensuring people are 'willing, able and allowed' to change
- Simplifying processes and roles
- Outline content and process for a management development programme
- A simple model of change and planning the transition
- Embedding people implications within the business planning process
- Handling line manager resistance to change
- The importance of senior management sponsorship
- Development of an action plan to implement learning



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