



The Problem: We've all heard "employees join a company and leave their manager," and it is a reality! Investing in the development of your Managers is a scalable way to maximize employee retention, engagement, and growth plus developing your future leadership bench strength.

WHY INVEST IN YOUR MANAGERS THIS YEAR?



Greater Employee Purpose and Engagement



Higher Talent Attraction and Retention



Faster Results and Less Headaches

Organizations typically spend 30%+ of their budget on their workforce. Much more if you are a service organization. It is critical to find ways to get a strong ROI on your workforce investments, and when your Managers grow, everyone benefits!

Consider More Data:

When **Google** experimented with working without managers, employees were left without guidance on their most basic needs. Google employees concluded that the quality of their manager is more important than their compensation.

- Employee engagement directly affects retention, productivity, and performance and costs the US \$390Bn/yr
- But, 70% of talent is NOT engaged. Employees lack passion for their work and fail to contribute the extra effort you need from them.
- Managers influence 70%* of engagement. However, only 35% of managers are engaged - compounding the problem!

Conclusion:

Most ineffective managers exist due to a lack of development. Too many have not received any training let alone advanced development. Research tells us that managers are critical to the success of your organization, and their influence is scalable – good or bad!

Gallup found managers are not set up for success:

36% of managers do not fully believe they have the skills they need to do their best work.

56% of managers say their employer doesn't offer a professional development program.

58% of employees say poor management is the most significant thing getting in the way of productivity.

Human-centric leaders are what we need today to deliver extraordinary results. Wharton's Adam Grant showed that by helping people find meaning in their work, you can improve productivity >20%.

Leadership today is about unlearning management and relearning being human.

-CEO VW Audi Spain

Free Strategy Call: Solutions@Churchill-LG.com / 888-486-8884

See Significant Success This Year

Your Opportunity:

An investment in your managers can help achieve your retention, talent growth, and engagement goals.

When Google invested in making managers great, they benefited from a quality improvement of 75%, even in their worst-performing managers!

48%

*Increase in Profitability

22%

**Increase in Profitability

30%

***Increase in Engagement

* <https://www.gallup.com/services/182138/state-american-manager.aspx>,
<https://www.gallup.com/workplace/259820/manager-experience-challenges-perk-perspective-paper.aspx>, *SHRM

Churchill Delivers Customized Manager Effectiveness Learning Journeys

We partner with you to understand where you are, prioritize the developmental needs of your managers and deliver a proven learning journey that gets results. We do that with a 4-phase approach:

The 4 Phases of Churchill's Manager Effectiveness Program

#1 Analysis Phase

We align on your desired outcomes, measures of success, and create your learning journey roadmap. We integrate change management and stakeholder engagement to ensure sustainable change. We support your communications and confirm roles.

#4 Reflect Phase

An essential part of any effective program is to reflect, learn, and scale those learnings. In this phase, we review all program data, and the experience to ensure the learnings are applied. Our collective findings, help us recommend the next steps.



#2 Design Phase

We deliver relevant to role learning outcomes and create a draft curriculum - a high-impact blend of experiential learning with expert teaching, demonstrations, coaching, feedback, peer reflection and discussion, frameworks, and tools. Plus plenty of relevant practice and bite-size learning.

#3 Delivery Phase

We deliver a cohort-style Learning Journey with defined measures of success. This harnesses peer learning and builds greater psychological safety across your leaders. We adjust based on observations and ensure a strong sense of accomplishment.

Sample modules commonly asked for. We customize the curriculum to meet your needs.

Manager Effectiveness 1.0

Sample module topics for brand new managers, with little or no formal development

- Transitioning From Employee To Manager
- Self-Awareness And Self-Management
- Effective Recruitment And Interviewing Skills
- Building Trust, Motivation, and a Sense of Purpose
- Setting Expectations and Inspiring Accountability
- Goal Setting And Alignment
- Effective Communication & How To Deal With Conflict
- Effective Prioritizing And Improved Productivity
- Leading in a hybrid work environment
- Avoiding the Pitfalls of Bad Bosses

Manager Effectiveness 2.0

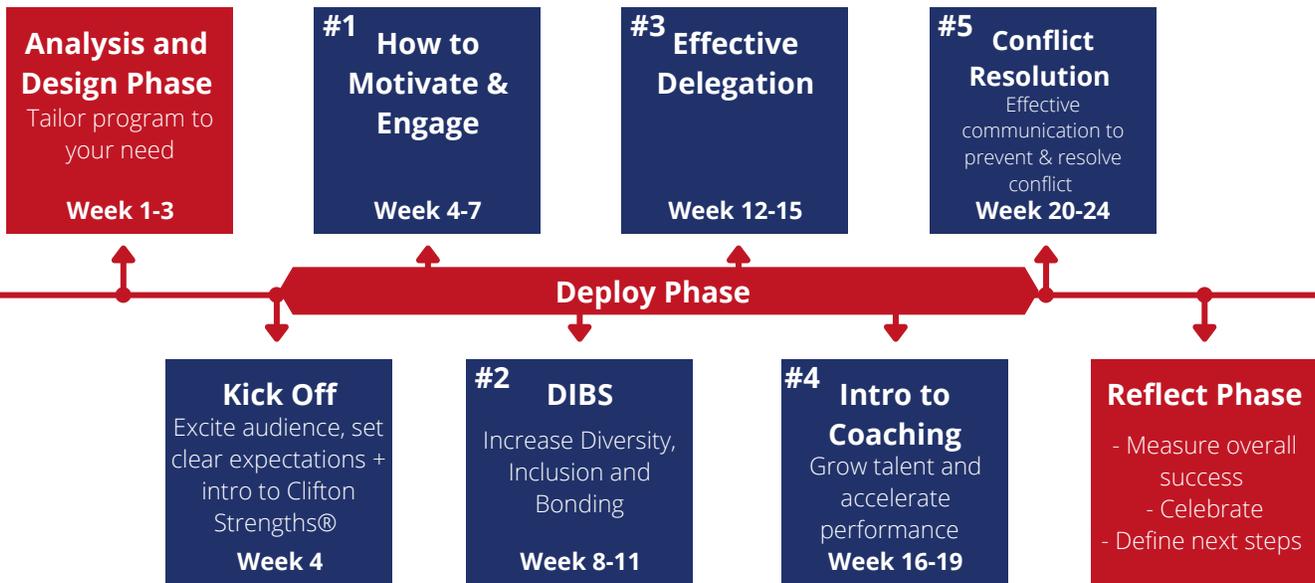
Sample module topics for managers with some training/experience

- Build Conversational And Emotional Intelligence
- Engage Self And Employees Daily
- Focus On A Vision and Build Purpose
- Coach For Growth, Performance & Career Development
- Build a Strengths-Based Team
- Avoid the 5 Dysfunctions of a Team
- Focus On Outcomes Not Activity
- Take Risk And Make Decisions In Ambiguity
- Effectively Lead Change
- Delegate to Build Future Leaders
- Think Strategically

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A Sample Learning Journey - Each is Unique to Meet Your Need

Sample: A 5-Module Strengths-Accelerated Learning Journey



Sample - What Can Happen In Each Module

Each module is usually ~4 weeks (*in person options available)



"...Our managers are much more aware and conscious of their own strengths and styles now. We are excited to continue investing in the growth of our people leader - they deserve it!"

Clement, HR VP, Vology

"Our teams truly enjoyed the training and they received a lot of valuable information and ideas that they can now apply to be better people managers. Our Churchill team provided great guidance, education and coaching to ensure that the IT Management Team recognized and understood levers to improve Employee Engagement and Communication. Churchill are a wonderful resource and brought tremendous value to enlightening and engaging our management team."

TechData VP

START BUILDING GREAT MANAGERS NOW

Let's have the conversation.
Contact us today to discuss your needs. Contact:
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888-486-8884



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The Churchill Difference - Your Global Partner

Powerful Coaching Bench Strength.

Our 400+ Executive/Leadership and Team Coaches have rich leadership experience in private and public sectors, as well as coaching and training certifications, which extends our credibility.



Outcomes Focused.

We have high standards for our clients and expect your organization to receive significant benefits from our partnership. As such we have a methodology for measuring results, ensuring high accountability, and our experiential action-learning approach is focused on outcomes.



Strengths-Accelerated Methodology.

Using CliftonStrengths® we harness the natural untapped talent in your leaders and teams, for more authentic and sustainable growth. Each leader is recognized for their valuable uniqueness.



Delivering Sustainable Learning Solutions.

Our high-impact customized "Learning Journeys" ensure your leaders and teams grow sustainable mindsets, behaviors and soft skills critical to success. Thus avoiding the "forgetting curve" from one-off "events."



A Global Footprint To Scale As You Grow.

Churchill's team is diverse with experts across North and Latin America, Europe, Middle East, and Asia-Pacific. We can scale delivery and languages to meet your regional and cultural needs.



An Agile, Reliable, and Flexible Partner.

We genuinely care. Through building a high-trust partnership we meet you where you are, to provide you the best solutions. We collaborate to deliver constant improvement and a laser focus on your unique needs.



Info-Security Compliance.

We take data security seriously and have implemented governance to protect your data.



Certified Women-Owned.

Support and celebrate partnering with a Certified Women-Owned Small Business and meet diversity goals.

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