Relating and Requiring - Two Key Skills for the Engineer Turned Manager

Abstract:
Most engineers who become managers are Relaters or Requirers - and they can only get a certain level of performance from their people. The best managers can do both. By strengthening your non-dominant side, you'll become the manager your people want and need.

Session Outcomes & Objectives:
1. Be able to identify your personal preferred approach to managing people - and thus identify your areas for growth
2. Identify at least three behaviors you can engage in to strengthen your non-dominant style and thus help your people perform better
3. Discover the values you have that are holding you back from achieving greater balance, and learn how to replace them with more effective values

Most Important Take Away:
Your people need you to both Relate and Require - to value them as people, yet challenge them to achieve, and hold them accountable for results. Most managers do one much more than the other. By achieving balance across both, managers become far more effective leaders, and their teams are happier and perform better.

Day: October 15, 2010
Time: 3:15 pm – 4:20 pm
Room: FAB 10
1900 SW 4th Avenue
Portland, OR 97201

Thomas Cox
Founder & Director, Cox Consulting

Background:
B.A. Psychology, University of Chicago

Tom Cox is a successful consultant, author and speaker. A graduate of the University of Chicago, Tom earned his four-year degree in psychology in just three years, with honors. Tom was a 2002 candidate for Governor of Oregon. Today he coaches CEOs and business owners on how to get even better business results. Tom’s weekly internet radio program called "Tom on Leadership" is a Top Five hit on Google.

http://thomasbcx.com/joomla/