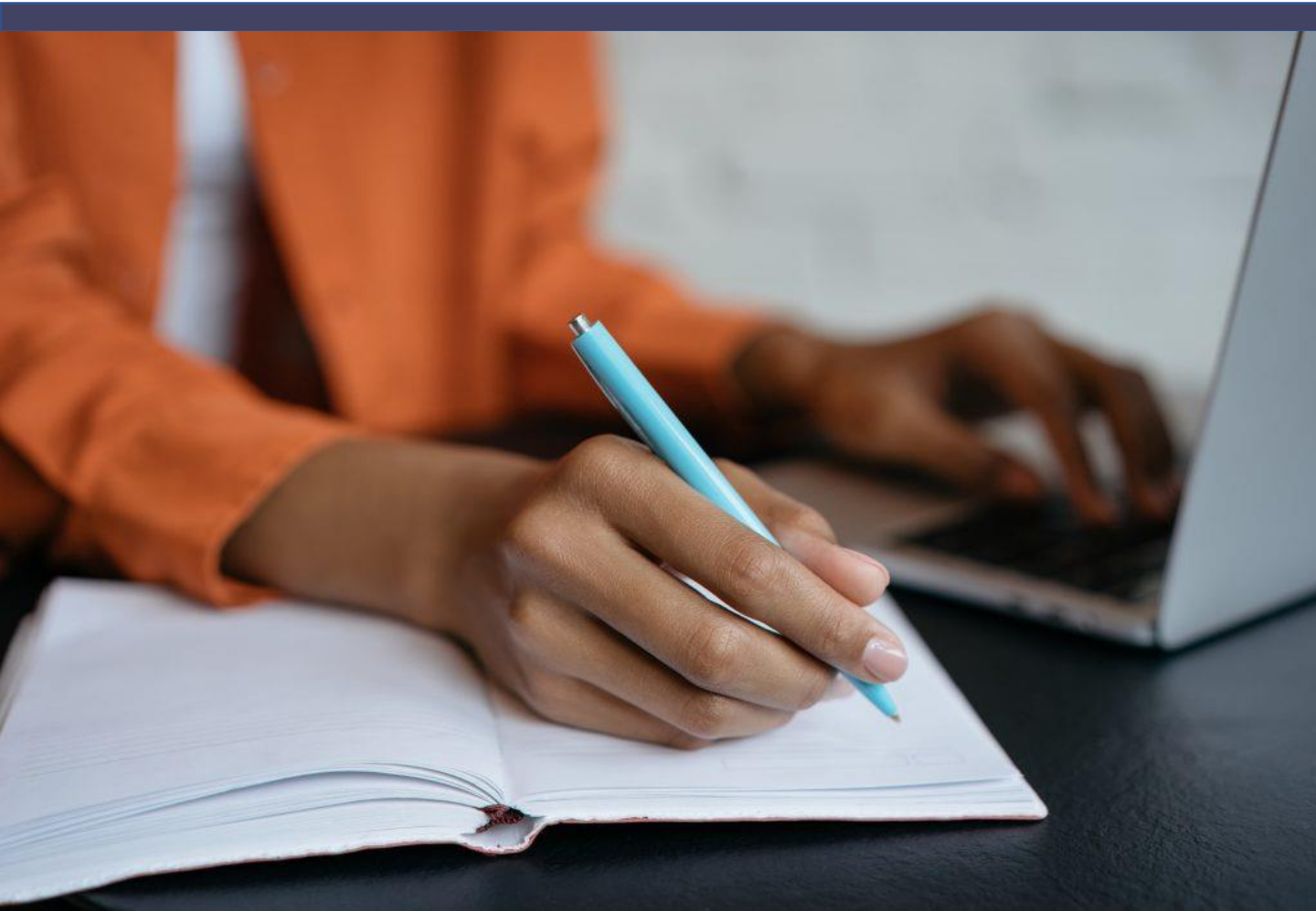




The 10 Core Competencies of Highly Effective Managers



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Demands on Managers are Changing

Managing people in the best of times is never easy. The old model of issuing directives in line with policies and procedures is no longer productive if indeed it ever was.

In our new world of disruption, uncertainty and anxiety, workplace values and employee needs are driving a demand for Managers, at every level to take an innovative approach and develop new skills. The mark of those who can sustainably manager their teams – and themselves is their emotional intelligence.

The focus needs to be on what employees are feeling and how this is impacting their performance. They need to feel psychologically safe, listened to and understood. Intuitive Managers know that the real ability to listen, to empathise and to be assertive without being aggressive is vital..

Coaching individuals in the core skills required to control and regulate their own emotions will enable them to tackle everyday challenges with confidence and optimism.



If Managers have not developed these necessary competencies themselves, they cannot possibly hope to influence others and lead an effective and productive team. This can only result in falling revenues, high employee turnover, conflict, absenteeism, and an inability to manage hybrid working. Individually none of these are minor, collectively they are potentially crippling.

The Solution – Quality Affordable Training

Unfortunately, leadership programmes can be expensive and in a post-covid world many organisations are already struggling with tighter training budgets. This is proving a huge challenge for many HR / Learning & Development Managers.

Here at LK Learning Solutions, I can offer you both online and classroom programmes at affordable rates enabling your training budget to go further and reach more people.

If you're someone who is genuinely open to finding out how to be a better manager then I want to work with you.

Liz Kearney



This Programme will enable you to:



- Increase your awareness of your strengths and highlight opportunities for growth
- Build stronger and healthier relationships through effective communication
- Create clarity and purpose and build a higher trust culture within your team
- Direct and Delegate with insight
- Influence the performance of everyone on the team by tapping into hidden potential
- Manage your emotions and the emotions of others intelligently
- Learn to manage uncertainty and stress so that your team can move towards positive outcomes
- Build Resilience and Wellbeing

Prior to attending the programme, participants complete an Online Psychometric Assessment, This produces a 19-page personalised development report that provides a detailed interpretation of the 10 Emotional competencies that are associated with effective management and personal performance.

Inner Focus

- Self-Knowing
- Self-Confidence
- Self-Reliance
- Self-Control

Outer Focus

- Empathy
- Relationship Skills
- Straightforwardness

Other Focus

- Optimism
- Self-Actualisation
- Adaptability

On completion of the programme each participant will receive two hours of personal 1:2:1 coaching which will greatly increase the value and effectiveness of the training.

Using the Transformational Assessment model of Feedback participants gain specific advice relating to the issues and challenges they are encountering in their roles.



The Modules

- The Foundation of Emotional Intelligence (EQ)
- Identifying Your Key Strengths and Limitations
- The 10 Core Competencies in Action
- Effectively Communicating
- Motivating, Delegating & Directing
- Assertiveness
- Positive Engagement
- Your Plan Going Forward

This programme is available as an inhouse option and can be delivered in person, online or a combination of both. It can be tailored to suit your schedule and your budget. To discuss these options and more, please book a **FREE TIME SLOT** with me on the link below or email me at: lizkearney@lklarningsolutions.ie

[Book Your Free Time Slot Here](#)



Facilitator



Liz Kearney is a professional trainer and a qualified Business Coach. She has worked extensively with both the Public and Private Sector, Credit Unions and SME's. She is an Authorised Wiley Partner and an Accredited Practitioner in Everything DiSC®. She is also a Certified trainer in Emotional Intelligence and the Roche Martin Emotional Capital Report – ECR®. She is a Qualified Financial Advisor (QFA). She holds a diploma in psychology, Cognitive Behavioural Therapy and Emotional Intelligence and is currently studying mediation with the MII and a Post Grad Certificate in Workplace Wellness in Trinity College Dublin.

Next Steps

[Register Your Interest Here](#)



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