

# **The Search for The Lost Dutchman's Gold Mine**

**A perfect kick-off for a comprehensive and long-lasting management / leadership development program.**

Here's how one consultant has integrated learning from the simulation for long-term application on-the-job. The ROI of this whole course has been enhanced from the on-going impact of this simulation.

The course described below has been implemented in North America, Asia and soon to be delivered in Europe. It has been well received in all locations.

## **MANAGING TASKS, LEADING PEOPLE**

**Developing Leaders for Today and Tomorrow**

Presented by: **Rogene Baxter**  
The Bridgewater Group

and developed for a multinational organization focused on impacting productivity, profitability and leadership.

### **GOALS**

- to equip team leads, supervisors, and managers, with tools, techniques and strategies to create and sustain a high performing work group
- to connect performance goals of your department to the organization's business goals to produce results and ensure success for your department, and your organization.

## COURSE SECTIONS

**Each course is designed in modular format and is customized to meet specific needs of the organization.** Classroom sections may be delivered in short segments or in full days with interim work between sections.

The Bridgewater Group uses a template from which the design is customized after a thorough needs assessment. This insured that the design meets the specific requirements for management and leadership development of the organization. The program builds off The Lost Dutchman exercise and uses those experiences and metaphors to generate links to the subject matter of each module.

Take a moment and browse through a sampling of our template.,

### Section I

#### **Manage / Lead Strategically** (full day)

This fast paced simulation links learning to organizational concerns, management and leadership skills, and strategic thinking to achieve results. The learning points of this session will be woven throughout all course sessions as we focus on specific topics

#### **Lead with Influence** (full day)

The most frequent request/concern from the focus groups was for the development of interpersonal skills. Starting with preferred management styles, this session applies the DiSC model to managing others.

### Interim Learning

#### **Listening Successfully**

#### **CD Application**

The Listening CD will be done on your own time and can be done in segments between Section I and Section II classes. There will be a worksheet to complete and turn in at the first class of Section II.

### Section II

#### **Manage Work Expectations** (1/2 day)

Latest research shows that when managers and staff have clearly defined, well communicated expectations, they are more successful and productive than those whose expectations go unspoken and unrealized.

#### **Hire the Right Candidate** (1/2 day)

Building a team and managing performance begins with hiring the "right" candidate for the "right" job.

### **Turn a Workgroup into a Team (1/2 day)**

People are arguing and not getting along with each other, work isn't getting done and the team is not functioning well. Morale is low, it seems like it is each person for themselves. What's a manager to do? We'll work with four stages of team development.

### **Innovation: Teams Step Out (1/2 day)**

Innovation is a skill that developing managers need to model, encourage and facilitate to stay ahead of the external competition and be on the leading edge.

### **Interim Learning**

**Time Mastery Profile**

Self-directed module

**Coping and Stress Profile**

Self-directed module

### **Section III**

#### **Delegate Effectively (1/2 day)**

Delegation in today's workplace means sharing responsibility and authority with staff and holding them accountable for performance.

#### **Solve Problems/Make Decisions (1/2 day)**

Problem solving and effective decision making skills are critical to front line managers, especially in a fast paced organization such as APL/NOL Group

#### **Manage Conflict (full day)**

Conflicts are inevitable in the workplace and, for that matter in life. Whether a conflict is seen as a catalyst for change or as a barrier depends a great deal on the way a manager anticipates, responds and facilitates conflicts.

### **Interim Learning**

**Meeting Management**

**CD Application**

The ability to lead an effective business meeting builds strong credibility as a good manager and leader. It's not that difficult to do - follow the process!

## **Section IV**

### **Resilience in Change (1/2 day)**

Change happens, whether it is planned or unplanned, triggered by internal or external forces, or is done to introduce, improve, or eliminate something. How managers provide leadership throughout the process makes a major impact on the success of the change.

### **Feedback: A Coaching Tool (1/2 day)**

How often do you give positive feedback to the people who report to you?  
How do you help them develop a plan to improve the skills that are not yet refined?

### **Develop People for Performance (full day)**

Encouraging people, setting clear requirements for performance, record keeping throughout the performance review period (annual, semi-annual) is critical for getting the skills and productivity you need to meet organizational goals.

By blending these specific modules into a developmental package, we give the client a high-impact and engaging program focused on key learnings and behavioral outcomes.