

Learn to manage

How do you perform as a manager?
How do you achieve results?

What makes good management so important in today's working environment? Is it:

- the ability to compete in a global environment?
- the ability to seek out solutions that achieve results?
- the ability to build on existing talent?
- the ability to develop relevant skills?
- the ability to perform as an organisation?

Yes, all of these. So, if we know what is required, why does it appear so difficult to get managers to achieve significant improvements in performance?

The answer lies in how individuals are developed for their management role.

We call it a model for management success.

The Missing Link

The career route to management invariably involves a promotion from a position where knowledge and experience have been developed through a technical discipline – in finance, in manufacturing, in sales, in marketing, in law and so on.

The work involves the application of a specialist or technical discipline.

However, the day the promotion takes place to a supervisory or management position, the job role changes radically. The manager immediately becomes the focal point for the team and a whole new raft of skills and disciplines are immediately apparent. Or are they?

More often than not, little changes. But, in reality it has.

The manager now requires a range of performance skills involving the development of behaviours, interpersonal relationships and work-related processes.

Moreover, the manager is now held accountable for improving performance and achieving results through their team.

So, what are these 'performance' skills?

Performance skills are the key abilities that underpin performance as a manager. When the relevant performance skills are combined with technical skills and a manager's talents and ability, the result leads to improved work performance.

However, more often than not, the performance skills are not addressed in the promotion and development of the manager. A case of 'in at the deep end' and get on with it.

This approach rarely achieves the desired results.

Unless the key performance skills are developed, a manager's ability to perform will be limited.

The Skillogy approach provides the missing link.

We call it a model for management success.

The Model of Performance Skills™

Skillogy has developed a comprehensive, research-based model of integrated performance skills built around the key behavioural, interpersonal and process clusters that underpin management competence and performance.

These performance skills are the important drivers in achieving results.

The model comprises thirty-four ability areas, developed from research into some 350 characteristics that were identified as contributing to superior management performance.

Each ability area has been designed as a development module for the manager to select in terms of their behavioural (self), inter-personal (people) and process (work) needs. The selection of these are driven by a combination of individual and work-based requirements, forming part of their career development plan.

A manager would normally require development in no more than twelve ability areas for a given position.

The research showed that many of the performance characteristics are common to the ability areas within the model. These groupings of modules with related characteristics are referred to as 'clusters'.

The significance of these clusters is that if a manager has a need to improve their performance in a given ability area, it is more than likely that there will be a need to address similar performance issues in other ability areas within the same cluster.

For example, if an individual has a need to develop their time management skills as a manager, it is more than likely that they will also need to work on personal organisation, objective setting, priority management and stress management.

The importance of this is that, as their ability improves in each of the areas within the cluster, the incremental impact can change their behaviour and increase productivity significantly.

The Skillogy Model of Management Performance™ is unique in its approach and makes a considerable difference in assisting managers to improve their performance and achieve results.

We call it a model for management success.

A Proven Process

The Skillogy approach was developed from an original concept ten years ago and since that time it has been further refined and developed in accordance with the latest thinking in management practice and delivery technologies.

Each of the modules are designed around a process that addresses individual learning styles and ensures that knowledge is transferred through work-based actions to achieve measurable changes in performance.

Managers and organisations have a choice of self-managed or blended learning approaches. The learning is delivered via an e-learning environment.

To date, some 100,000 managers have had access to Skillogy performance skill modules and programmes involving diverse job populations, cultures and locations throughout the world.

With the ever-increasing demands of global competition and the need for managers to meet new challenges the Skillogy Model of Management Performance™ provides a well-proven and effective solution in achieving superior work performance.

We call it a model for management success.