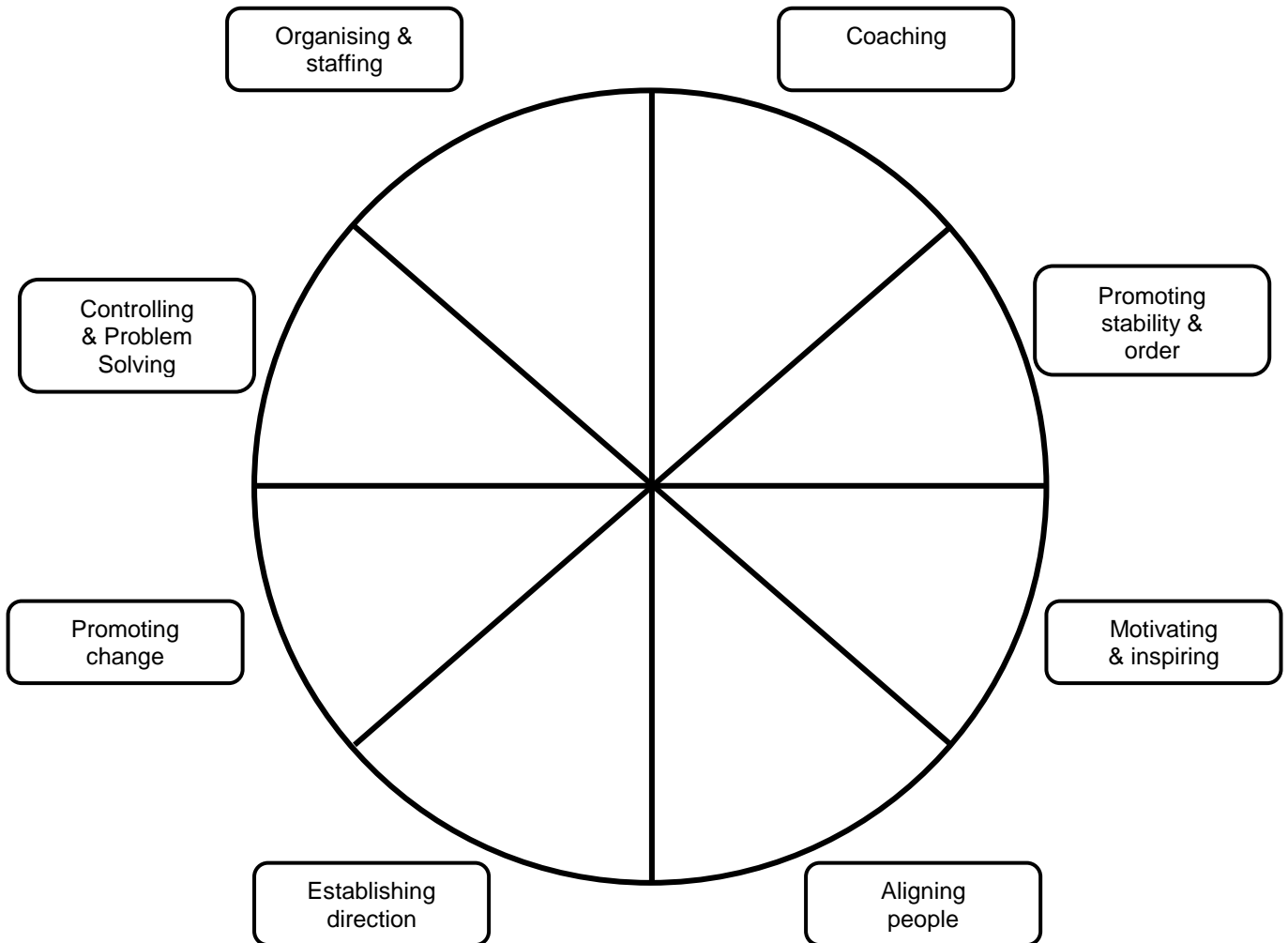




THE MANAGEMENT/LEADERSHIP WHEEL

MANAGEMENT/LEADERSHIP WHEEL



Instructions

Take each area in turn and score yourself (0 to 10) about your own perception of how effective you are in each of the areas above.

Place a dot on each spoke of the wheel. 0 = CENTRE OF THE WHEEL & 10 = RIM

Then join up all of the dots going around the wheel to see where you overall strengths and weaknesses are.

A brief description of each area:

- **Coaching:** ability to use the coaching style of management to get results in a nondirective approach.
- **Establishing Direction:** developing a vision of the future, often the distant future and strategies for producing the changes needed to achieve that vision.
- **Organising and Staffing:** establishing a structure for accomplishing plan requirements, staffing that structure with people, delegating authority for carrying out the plan, providing policies and procedures to guide people, and creating methods or systems to monitor implementation.
- **Aligning People:** communicating the direction by words and deeds to all those whose co-operation may be needed so as to create a team that understands the vision and strategies and accepts their validity.
- **Controlling and Problem Solving:** monitoring results in detail, identifying deviation from the plan, and then organising to solve these problems.
- **Motivating and Inspiring:** energising people to overcome major political, bureaucratic, and resource barriers to change by satisfying basic, but often unfulfilled, human needs.
- **Promoting Stability and Order:** creating the potential of consistently producing key results.
- **Promoting Change:** creating the potential of producing useful change (such as desired new products).

This short session focuses in on where the manager currently sees themselves over several different management areas.

The wheel can be customised to fit your organisation and the main areas as identified by yourselves.

This takes about 10 minutes to complete and then the manager can write down their main improvement areas for each and what they need to focus on.

It provides an excellent current state assessment of the manager's strengths and areas for development.

KEY AREA	ACTION TO IMPROVE
Coaching	
Establishing Direction	
Organising and Staffing	
Aligning People	
Controlling and Problem Solving	
Motivating and Inspiring	
Promoting Stability and Order	
Promoting Change	

DE-BRIEF

Did you find any surprises?

What are your key strengths?

What do you need to work on?

How and when are you going to make these improvements?

Who will you tell that you have made the improvement?



MTD, the management training specialists, has been working with a **wide variety of clients** (both large and small) in the UK and internationally since 2001.

Since that time we have delivered training in over **23 different countries** to over **2,500** different organisations and have helped in excess of **50,000** staff.

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We specialise in providing:

- In-house, **tailor made** management training courses (1-5 days duration)
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- Management & leadership development **programmes** (From 5 days to 2 years)
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Our team of **highly skilled and experienced trainers** and consultants have all had distinguished careers in senior management roles and bring with them a wealth of practical experience to each course. At MTD Training we will design and deliver a solution that **suits your specific needs** addressing the issues and requirements from your training brief that best fits your culture, learning style and ways of working.

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HQ: MTD Training, 5 Orchard Court , Binley Business Park, Coventry, CV3 2TQ

Website: <http://www.mtdtraining.com>

Email: info@mtdtraining.com

Telephone: 0800 849 6732