



Managing People

in an International Environment





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Understand and motivate your people in order to perform better and implement your strategy

Attracting, motivating and retaining best talent in the current knowledge economy can be very challenging! Teams are often located in different parts of the world and need to perform with less resources. So how can you be a great manager? How do you define roles and get the best performance out of each individual on your team? How do you make sure your team supports the business objectives? How do you motivate people with different expectations and business experience? How do you manage in a global context with multicultural teams located in different parts of the world?

By joining this programme, you will gain insights into what motivates different people, as well as learn pragmatic tools and methods for delegation, feedback and coaching to help you hire and retain your best performers.

Who should attend?

If you manage a team, department or function in an international organization or company, this programme is for you.

Whether you are new to the role or simply want to improve or refresh your people management skills, then the "MCE Managing People" programme is ideal for you.

PMI Certified

This programme has been reviewed and approved by the Project Management Institute® (PMI).

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“Excellent training, plenty of practical exercises to learn and develop new management techniques, learn from trainees of different organisations.”

Martyn Griffiths, BAYER CROSCIENCE SA, France



How you will benefit

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- Build and manage a cohesive high-performing team in an international environment
- Clarify the competences needed in the team and relative to the organization's strategic context
- Recruit best-fit candidates and better manage the needs of your team at each stage of the team's life cycle
- Conduct performance reviews confidently and effectively to fix and redirect low performance in time
- Manage performance, motivation and reward and show your team you do care about their career advancement
- Adapt your people management approach to different styles and leverage the cultural diversity of your team
- Coach, give and receive feedback professionally and ensure everyone supports your goals and business objectives
- Network and learn with a diverse group of peers from different functions, industries and countries
- Develop a personal action plan that you will take back with you to implement with your team
- Learn and practice people management skills using case studies, real examples and role plays over 4 interactive and challenging days

Why participate in an MCE programme?

TOP PROGRAMME

Almost 400,000 participants have taken part in an MCE Open Enrolment programme.

PRACTICAL

Pragmatic approach to learning - learn today, apply tomorrow.

FACILITATORS

MCE's Facilitators are experts in their field with extensive business experience.

INTERNATIONAL

Global best practice and networking with peers from across EMEA.

RECOGNISED

MCE is a top ranked learning provider with a unique offering in Leadership Skills and Business Acumen.

RECOMMENDED

95% of our clients would come back for another programme and recommend MCE.

“Coming together is a beginning,
Keeping together is progress &
Working together is success.”

Henry Ford

What will you learn and practice?

The MCE Managing People programme is delivered in a blended format, including pre-work activities, interaction and post-programme action planning. You can also opt for coaching sessions with the faculty after your attendance.

Pework - Assessment & Articles

Will include 1 online assessment and some reading

Day 1 - You as a People Manager

- Expectations from senior management and from own team
- Workplace Trends
- Emotional Intelligence
- Context of your Job: strategic goals and priorities
- Teams Diversity: personal styles, cultural differences, generation differences, organizational culture
- Evening Assignment

Day 2 - Building a High-Performance Team

- Attracting Talent
- Competencies (knowledge, skills, behaviour)
- Interviewing
- Role Plays
- On-boarding/Inductions
- Team Development
- Daily Performance: delegation, feedback, poor performance management
- Team Building Exercise

Day 3 - Managing Performance

- Annual Performance Management Process
- Objective Setting
- Performance Reviews
- Strengths vs. Weaknesses "What Great Managers Do"
- Motivation
- Coaching
- Evening Assignment: The Learning Styles Assessment

Day 4 - Developing & Retaining Your Team


- Development Planning and Learning Styles
- Retention and Career Planning
- Stress Management
- Peer Feedback exercise
- Key learning points and action planning

Post-Attendance - Action Planning & Coaching

- Create a personal action plan of 3 learning points to implement
- Optional: Participants can opt for a package of two personal coaching sessions with the faculty after they return back to work (virtual via Skype or Zoom)

Booking details

 **Duration** 4 Days

 **Price** €3950

 **Register at**
www.mce.eu/People-Manager