



Gallup Manager Program

The Gallup Manager Program empowers managers to think, strategize and behave like the world's best managers. This premier development experience prepares managers to lead teams effectively in today's demanding workplace. With an emphasis on strengths-based, engagement-focused, and performance-oriented coaching, managers who complete this program will make employees, teams, and your organization more productive and profitable.

This learning experience draws from Gallup's latest discoveries, expert advice and most effective management strategies. Busy managers can apply these elements through interactive discussions with their peers and experiential practice. The Gallup Manager Program does not add to a manager's to-do list but rather helps them optimize their daily work through meaningful conversations and guidance for their team to achieve performance outcomes.

Who Should Attend

This two-day course is for managers who want to accelerate performance through powerful coaching, achieve measurable gains in key business outcomes and foster organic growth through human development.

Learning Outcomes

Participants will learn how to incorporate a strengths-based, engagement-focused and performance-oriented coaching approach into their management style by:

- understanding and applying their unique strengths in their role
- implementing best practices for using CliftonStrengths® with individuals and teams
- applying engagement principles to motivate excellent performance
- practicing effective ongoing conversations with individuals and teams
- addressing difficult performance conversations using coaching techniques and tools
- leading performance conversations to support progress on goals and development

Program Format

Available in two instructor-led formats:

- in person
- virtual via Zoom

Prerequisites

None

Course Overview

Day 1

- Welcome and Overview
- The Demands of Today's Workplace
- Leading the Modern Workforce
- The Breakthrough of Strengths
- Managing Your Strengths as You Lead
- Becoming a Coach
- Strengths-Based Coaching
- Coaching Essentials and Practice
- Day One Wrap-Up

Day 2

- Welcome and Day One Discoveries
- Building a Strengths-Based Team
- The Science of Engagement
- Engagement-Focused Coaching
- Ongoing Coaching
- Building an Engaged Team and Action Planning
- Performance-Oriented Coaching
- Next Steps and Commitments

This course can also be configured and scheduled as four half-day experiences.

Courses are conducted at Gallup locations worldwide. Gallup can also deliver this course at your location for groups of 15 or more. Visit <http://courses.gallup.com> for upcoming dates, locations and tuition information, or contact inquiries@gallup.com for additional information.

Experiences After the Course

The following experiences support participants as they integrate their learning into their management approach after completing the program:

- **One-On-One Coaching**

Participants connect with a Gallup coach for a 60-minute coaching conversation by phone to align their strengths with their role, team dynamics and priorities.

- **Virtual Cohort Reconnect**

Participants connect with their cohort and Gallup instructor in a two-hour virtual session about four weeks after the course to share and discuss their implementation experiences, challenges, successes and best practices.

- **Self-Paced Learning in Action Modules**

These self-paced online modules provide additional support and guidance to integrate the learning into a participant’s daily management approach. Each module offers a step-by-step approach to applying leadership techniques and tools covered in the course.

Participant Materials

These course materials provide participants with practical and effective resources to enhance their learning and guide their coaching as they expand their management approach.

CliftonStrengths Reports

CliftonStrengths 34 Report

The CliftonStrengths 34 results report gives an individual a ranked listing of their most dominant natural talents — the ways in which they most naturally think, feel and behave.

CliftonStrengths for Managers Report

Specifically designed for managers, this report includes tailored descriptions of the manager’s top 10 themes, action items, reflection questions and more.

Gallup Manager Digital Kit

- Learning Journal
- Coaching resources:
 - Role and Relationship Coaching Guide
 - Ongoing Coaching Guide
 - State of the Team Conversation Outline
 - Progress on Goals Preparation Guide and Progress on Goals Guide
 - Powerful Questions to Individualize Your Coaching
- Conversation Guide for Leaders
- CliftonStrengths Resource Guide
- 12 Elements of Engagement Resource Guide

Additional Digital Resources Included

Managers also receive access to short, self-paced on-demand learning modules focusing on strengths and engagement. These modules help managers build their knowledge and understanding in specific areas of interest.

- The CliftonStrengths Series (Your Development, Your Leadership and Your Team)
- The 12 Elements of Employee Engagement Series

Course participants have access to digital resources for two years.

