

Keep your people energised, focused and productive no matter where they are

(and what is going on)

Leading remote and hybrid teams can be hard

How do I:

- keep things fair between my on-site and off-site people?
- keep my team focused on the most important objectives?
- keep tabs without appearing like a micro-manager?
- look after my teams (and my own) wellbeing?
- get my team collaborating well?
- empower my people to perform – without burning all my time and energy?

These are not new leadership challenges, but they are exacerbated with remote staff, the increasing velocity of work and many daily distractions and interruptions.

About the program leader:

Cris Popp has worked with Australia's leading executive education providers, including the Melbourne Business School and the Australian Institute of Management. He has been leading hybrid teams for 15 years. He has developed the "Hybrid Leadership Method™" based on lived experience and the latest research from the fields of neuroscience, positive psychology and leadership.



Professional leaders understand the key is to develop "Self-Managing Staff"

OUTCOMES

For participants:

- Greater sense of mastery
- Confidence they are leading at their best
- More time and energy to get onto their own work
- Readiness to hold team members more accountable
- Better able to manage upwards
- Greater goal focus
- More resilience and less stress
- Greater capacity to have challenging conversations

For the Executive and HR Director:

- Fewer personnel issues (less downtime, lower turnover)
- Less absenteeism and downtime
- Great value for money
- High on-the-job application
- Leaders becoming advocates for change
- Greater alignment with strategy
- Renewed zest
- Better mental wellbeing

Develop Self-Managing Staff

The Hybrid Leadership Method™ Program

Available as three modules either stand-alone or as a whole package:

INSPIRE

- How to make your communication cut-through
- Establishing a vision that works
- Building your personal brand
- Warmth or competence? What you should start with?
- “Sitting in the fire” – keeping your cool when things go awry

Format

1 day, 2 x ½ days or 4 x 1.5 hrs
Virtual or face-face

DEVELOP ACCOUNTABILITY

- How to create expectations and follow-through
- Performance conversations made easy with the DEARC™ script
- 3 Blocker ‘busters’
- Setting performance standards
- Clone yourself – getting your staff to work to your standards

Format

1 day, 2 x ½ days or 4 x 1.5 hrs
Virtual or face-face

EMPOWER

- Releasing the PoPP – the “Power of Positive Performance™”
- Finding and using your team’s strengths
- Staff Autonomy Audit™ – who do you develop and who do you let run
- ‘Hygiene’ factors for high-performing teams
- Clearing the clutter
- Innovation
- Fortnightly coaching

Format

4 x ½ days or 8 x 1.5 hrs
Virtual or face-face

Available for individual or in-house groups.



Who this is for

Leaders and soon-to-be leaders who:

- find themselves managing off-site and on-site staff
- believe they have the capability to develop a high performing team
- are ready to make the changes to transform their leadership
- would like to get off the treadmill of managing the day-to-day and focus on their bigger-picture objectives
- want to get back their discretionary time and energy
- want to understand (and apply) the neuroscience behind leadership
- are early adopters of new ways of working
- want to leverage the latent potential of their people
- want a program that is practical, pragmatic and comes in bite-sized chunks that can be implemented right away

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