

**Managers Excelling as a Team Unit Leader**  
Transforming Reports into “Best in Their Field”, the  
Department “Best in its Functional Area”  
and Organization “Best in its Industry”.

We offer a *management training program* several times a month followed by four weekly online sessions for a month to help those in management excel as a *Team Unit Leader*. Dr. Mulligan will teach the four phases of his book *Excelling as a Team Unit Leader*. Phases one and two are taught on a Wednesday. Phases three and four are taught on a Thursday. Each webinar is from 2:30p.m. to 4:30 p.m. online with Zoom. If you miss a session, you can attend the Webinar you missed later. We will limit the number to each webinar to allow for questions and discussion. We will invite a Retained Recruiter to each Wednesday webinar to make comments on what they and their client companies look for when hiring a senior team unit leader.

***Wednesday 2:30 p.m. to 4:30 p.m.***

**Phases One** – Phase One will focus on defining leadership and management , why leaders succeed and fail and will review the assessments we would like our participants to take to analyze themselves as a leader and manager. We assess each participant’s:

1. *Capability to perform certain leadership and management tasks*
2. *Personality; strengths and limitation to lead and manage others*
3. *Personal and work values; what is important to them?*
4. *E.Q. (social and personal maturity); relating to others*
5. *Management skills; the way you do things*
6. *Present performance management system; capability to put together a business plan with objectives & build cohesive team.*

***We will ask participants to take these assessments and we will discuss their results in the four one hour meetings online with Zoom after we conduct Phases One through Four.***

**In Phase Two-** we will discuss the *Triangle Team Leadership Model*, a performance management system that every manager in an organization can execute to transform reports, the unit and organization into the “Best in Their Field”.

1. We will discuss the importance of an organization having a vision and mission statement that motivates employees
2. We will review the importance of setting organization, unit and individual objectives that relate to one another in transforming everyone and the company into “Best in Their Field”.

**Thursday- 2:30 p.m. to 4:30 p.m.**

**Phase Three-** Analyzing Personality of Team Unit, Building Team Cohesiveness and The Want of Members to “Be Best in Their Field”.

1. We will discuss how to evaluate the personality dynamics of one’s team unit- learning how team members like to operate.
2. Participants will learn a team building program fashioned after the *Achievement Motivation Program* created by the Clement Stone Foundation. This program can make a difference.

**Phase Four** presents the One-On-One Career Pathway Mentoring and Performance Facilitation Process, the key to setting and meeting objectives and “Being Best in Field”.

1. You will learn the three stages of the One-On-One Career Mentoring and Performance Facilitation Process  
**Stage One-** Knowing how to establish rapport with report and operate as an idiosyncratic coach  
**Stage Two-** Developing the *Route 5 Career Pathway Plan* with report identifying tasks they need to complete to meet Five “P” Growth Goals and “Best in Field” objectives each year.  
**Stage Three-** Executing & Meeting Five “P” Career Growth Goals & “Best in Field” objectives- being a performance facilitator

- 2. We will discuss the helping communication and performance facilitation assessments we would like participants to take. Their results will be discussed in one of the one hour sessions.**
- 3. We will discuss how to build a score board to assess reports and unit and keep score. We will also discuss ways reports and the unit can market their achievements and receive recognition if the predetermined objectives are met.**

**We charge \$375 for each attendee and \$325 for an individual if more than one person from the organization attends. Participants will receive three PDF books written by Dr. Mulligan; *Excelling as a Team Leader*, *The Route 5 Career Pathway Plan* and *Sharpening My One-On-One Helping Communication and Performance Facilitation Skills*. As part of the program, we ask attendees to attend four one hour group sessions afterwards during the month to discuss their assessment results, what they learned and how they are implementing what they learned. All sessions will be online - Zoom.**

**You can contact Dr. Mike Mulligan at 847 981-5725 or email him at [mike@mulligan1983.com](mailto:mike@mulligan1983.com) to discuss the management program.**

### **Special Note**

***This program will train managers on how they can transform their reports into an expert in their present job as well as future positions. The focus on employee career development will retain your top performers for a longer period of time. If interested, we can conduct this seminar for a group of managers at your organization and help you implement the system discussed. Read about Dr. Mulligan and our staff at tab- Our Staff on this website [www.mulliganassoc.com](http://www.mulliganassoc.com).***

**See list of dates and times on Tab- Scheduled Seminars at: [www.mulliganassoc.com](http://www.mulliganassoc.com) and register for the one that fits your schedule. Call Dr. Mulligan at 847 533-1648 or email him at [mike@mulligan1983.com](mailto:mike@mulligan1983.com) to register for a webinar**