

# Activation

A flexible coaching tool focusing on action and motivation to help improve team leadership and management results



## Overview

Modern day managers face many difficult challenges, and are under increasing pressure to achieve better results. Maxima have identified that many managers develop self-styled approaches to leadership with mixed results. We understand that people have different strengths and weaknesses and often choose to work within their comfort zones. The 'Activation' coaching tool is specifically designed to equip managers with the tools to flex and adapt their management style, to really push their teams and achieve improved all-round performance!

## Aim of the programme

To help managers understand how their management and leadership approach can affect their own results and that of their team, whilst simultaneously equipping them with the tools to vary their approach to team leadership in order to achieve improved results.

## The process

This tool can be used as part of a wider coaching process with managers who want to improve their own performance. Alternatively, it can be used as a stand-alone coaching focus, in which case the process and structure would be as follows:

- The manager involved emails Maxima their business objectives and departmental reporting structure (organisational chart)
- The manager meets the Maxima coach for a 2 hour 'Activation' coaching session
- An 'Activation' plan is then developed for review with the Maxima coach by telephone after 90 days

## Options

Maxima have used the 'Activation' model with many different people with some outstanding results!

Suitable for individuals on a 'one-to-one' basis, this tool is also very effective when applied to a senior management team – with everybody going through the same process – keeping a consistent approach.

The Maxima coaching team offer qualified and confidential coaching, and are focused on improving people skills to generate better results.

If you are interested or feel this might be beneficial for your managers, please contact us:

## To find out more

Email:

[jameslee@maximatraining.com](mailto:jameslee@maximatraining.com)

or call:

01993 700974 / 07766 251192

