

# The One Minute Manager®

Does this sound familiar?

- Our employees are skilled, competent people, but we're not getting the performance from them that we need to grow our business.
- Our people only know that they're doing things *right* when their leader doesn't reprimand them.
- Our people need clear, measurable goals – not only for the year ahead, but to drive their day-to-day achievements.
- Our people need feedback which is more frequent and balanced than they're currently receiving, in order to become more self-sufficient.

The One Minute Manager®, originally written in 1982, is still topping best-seller lists today and has a record 11 million copies in print. Far exceeding any other management book title in history! And with thousands of companies utilising the original training program, no one can deny, The One Minute Manager® is the very foundation of modern management.

Like all Blanchard programs, the One Minute Manager® training program has been regularly revised and updated, to ensure that the language and examples used are relevant and current to today's business environment. The program uses a video case study, called *The Story of a New One Minute Manager*, to demonstrate the One Minute Management principles, then allows participants to develop their own understanding of how they can apply these principles in their workplace.

*The Story of a New One Minute Manager* is a modern day parable of a struggling manager who enlists the help of a seasoned "One Minute Manager" and learns a valuable lesson that time and technology change, but human nature basically cannot!

One Minute Management is built on timeless principles that will live forever as the crucial foundation to a manager's success in a world where time is becoming more and more of a precious commodity and basic human behaviour skills are simply overlooked.

## Audience

- This program is appropriate for everyone who has leadership responsibilities.
- It is particularly beneficial for those beginning their leadership careers – providing best practice foundations on which to build successful habits.

## Program Format

This program is available in a stand-alone one-day format, or as a half-day module combined with Situational Leadership® II or the Building High Performing Teams® programs.

The participants' workbooks contain their notes and key messages from the program, together with their plans for implementing their learnings.

## Benefits & Outcomes

One Minute Goal Setting, the first secret, begins the whole management process. Without clear goals, how can people know how well they are doing or determine what good performance looks like?

Giving One Minute Praising, the second secret, is what encourages and increases productivity. After all, the key to developing people is to "catch them doing something right."

Delivering One Minute Reprimands, the third secret, helps managers with employee behaviour problems, whether it's a lack of production or negative behaviour with peers. This leaves people who are being reprimanded concentrating on their actions, and not on the way their manager treated them.

This program will help people to:

- Understand the reasoning and importance of clear goals and performance standards.
- Develop new skills that will help them create motivating environments.
- Learn an innovative feedback method for trainees—and experienced personnel.

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