

GALLUP®

# Gallup Manager Program

*Partner with  
Gallup to take your  
manager development  
to the next level.*



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## The 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.



## ► Program Overview

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

### 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 and Homework

### 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.*

## 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 coaching conversations
- addressing difficult performance conversations using coaching techniques and tools
- leading performance conversations to support progress on goals and performance development

## Experiences After the Course

The following experiences support participants as they integrate their learning into their management approach after 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**

The 10 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 techniques and tools covered in the course.

*\*Not included when individuals attend an open enrollment/public offering.*

## ► 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
  - 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.



## ► Supporting Resources for Your Organization\*

### 1 Call before the course:

A discovery call between your executive sponsor and the Gallup course leader to discuss organizational norms, needs, issues and expectations to ensure an integrated course experience for your participants..

### 2 Two-year reporting access to Gallup's learning management system:

This access allows one selected administrator to view Learning in Action completion reports for employees in their organization.

*\*These are not included when individuals attend an open enrollment/public offering.*

# 70%

of the variance in team engagement is determined by the leader of the team, the manager.

One manager can make or break a team. A group of managers can make or break an organization. The stakes are truly that high.

Investing in your managers is one of the best decisions your organization can make to improve organizational outcomes.





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