



OFA TRAINING

Welcome to today's webinar.
We will begin shortly.

For audio, please make sure
to also join the call.

Dial-in here

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LOGISTICS



We will meet for 90 minutes



This is an **interactive training**.
You will work in pairs today.



A recording of this video and
call will be available on the

Access bookshelf



It's cool if you Tweet --
#OFAFellows

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MANAGING YOUR TEAM

W/ VICTORIA ZYP

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GOALS FOR TODAY

Learn to identify the level of support
and direction your team members
need.

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GOALS FOR TODAY

Be able to choose a management
treatment based on your team
members' needs.

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GOALS FOR TODAY

Feel confident getting your team to a place of optimal performance.

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Agenda for today

Diagnosis and Treatment

Situational Leadership

Practice

Debrief and Close





What is your worst or best experience with a manager?



Press 1 on the phone

OR



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Diagnosis and Treatment

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Types of Performance Problems

CONDITIONS PROBLEM

- Access to necessary tools to meet goals



Types of Performance Problems

CONDITIONS PROBLEM

ATTITUDE PROBLEM

- Team members underperform because they are not bought into the mission or vision of the program or organization



Types of Performance Problems

CONDITIONS PROBLEM

ATTITUDE PROBLEM

TRAINING PROBLEM

- There is a pattern of team members lacking specific skills to meet goals
- Team members were trained on problem previously, but problem persists
- Preventive solution





Your Turn!



Experiential Activity #1 10 Minutes

1

Read three scenarios, which present management problems in a campaign

2

Determine what type of management problem each scenario presents and what management treatment you can use to solve the problem.

[ACCESS WORKBOOK](#)





Pair and Share



Experiential Activity #1

DEBRIEF



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A LOT



SUPPORTIVE
BEHAVIOR



LITTLE

LITTLE ————— DIRECTIVE BEHAVIOR ————— A LOT

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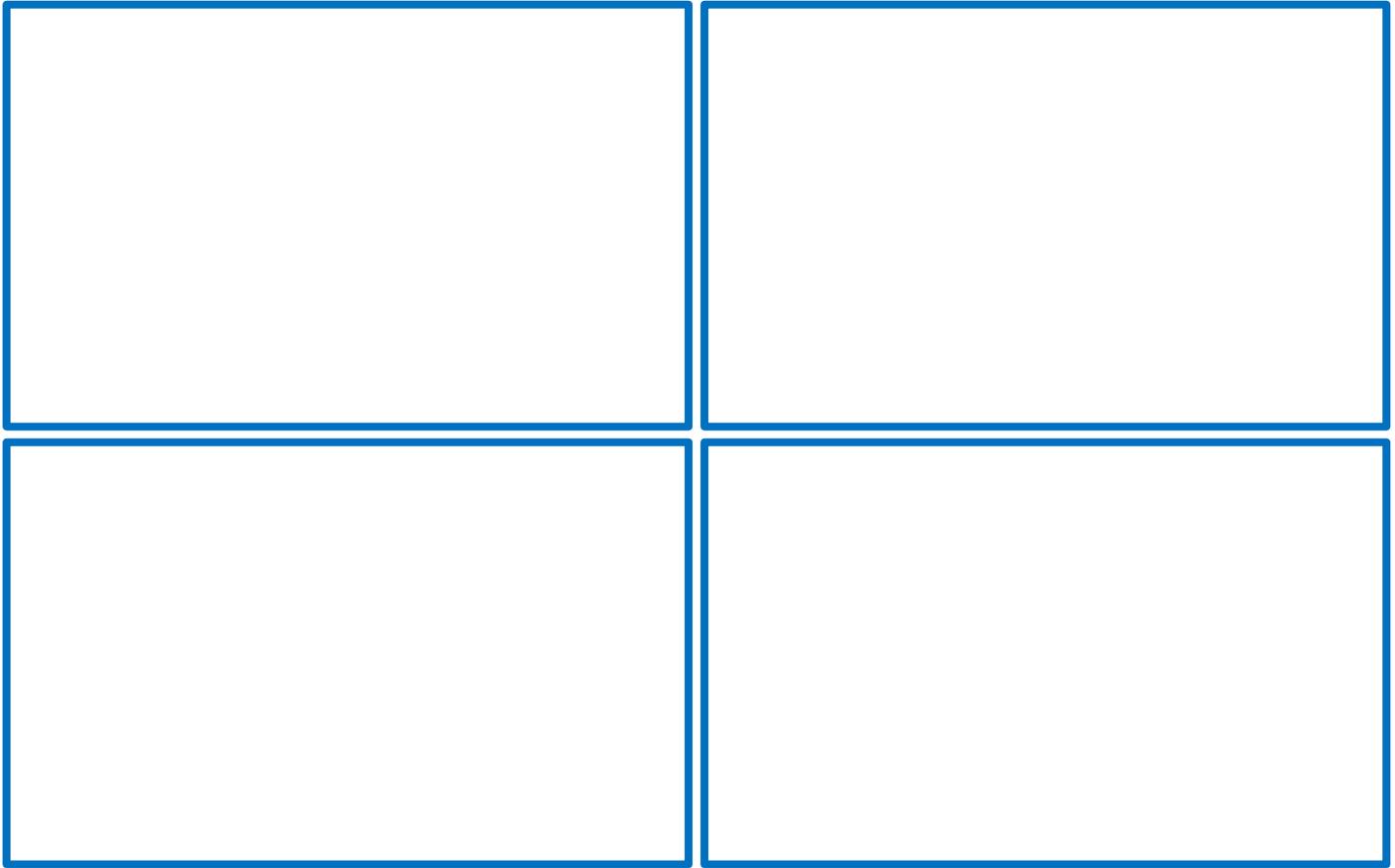
A LOT



SUPPORTIVE
BEHAVIOR



LITTLE



LITTLE ——— DIRECTIVE BEHAVIOR ——— A LOT

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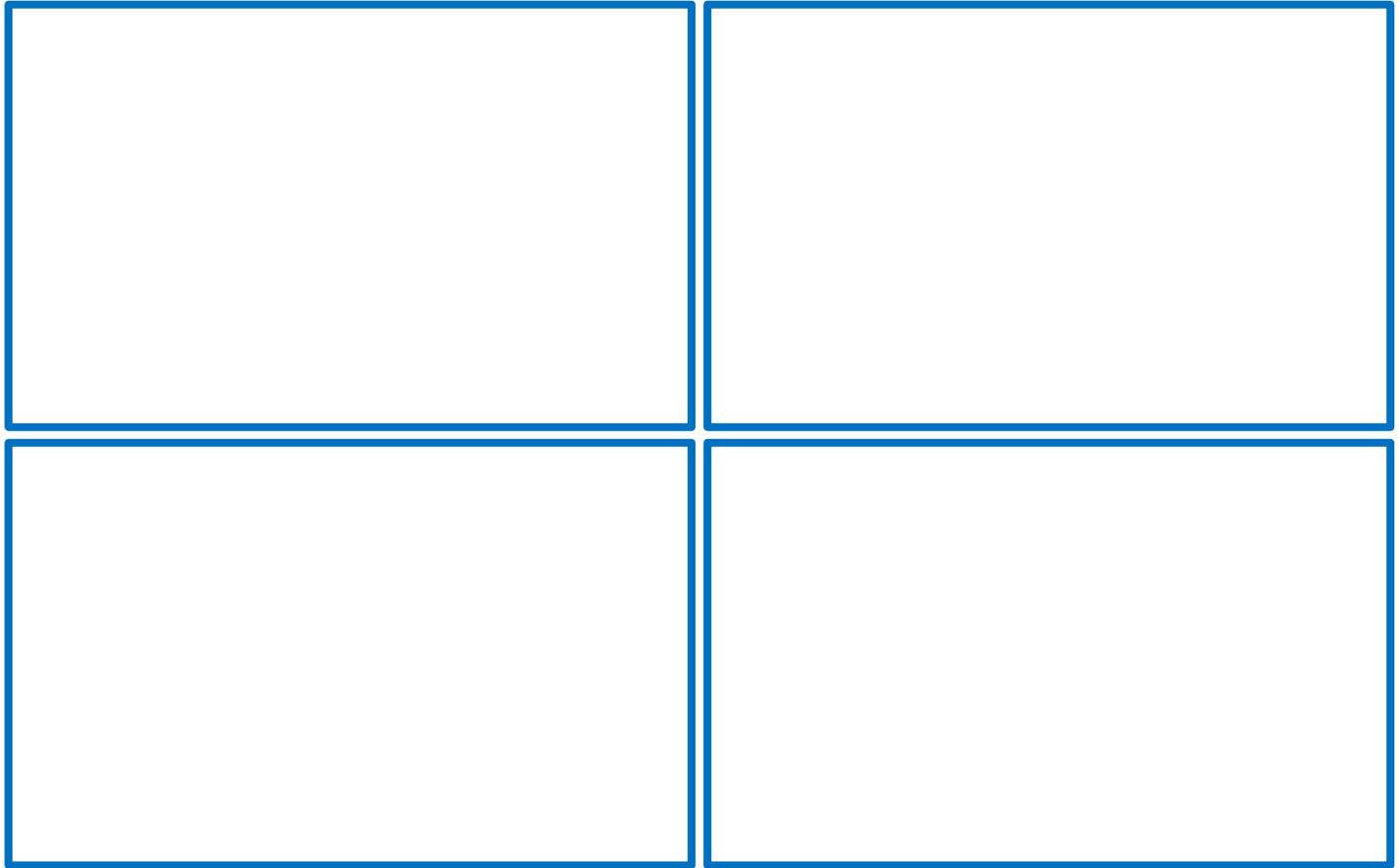
A LOT



SUPPORTIVE
BEHAVIOR



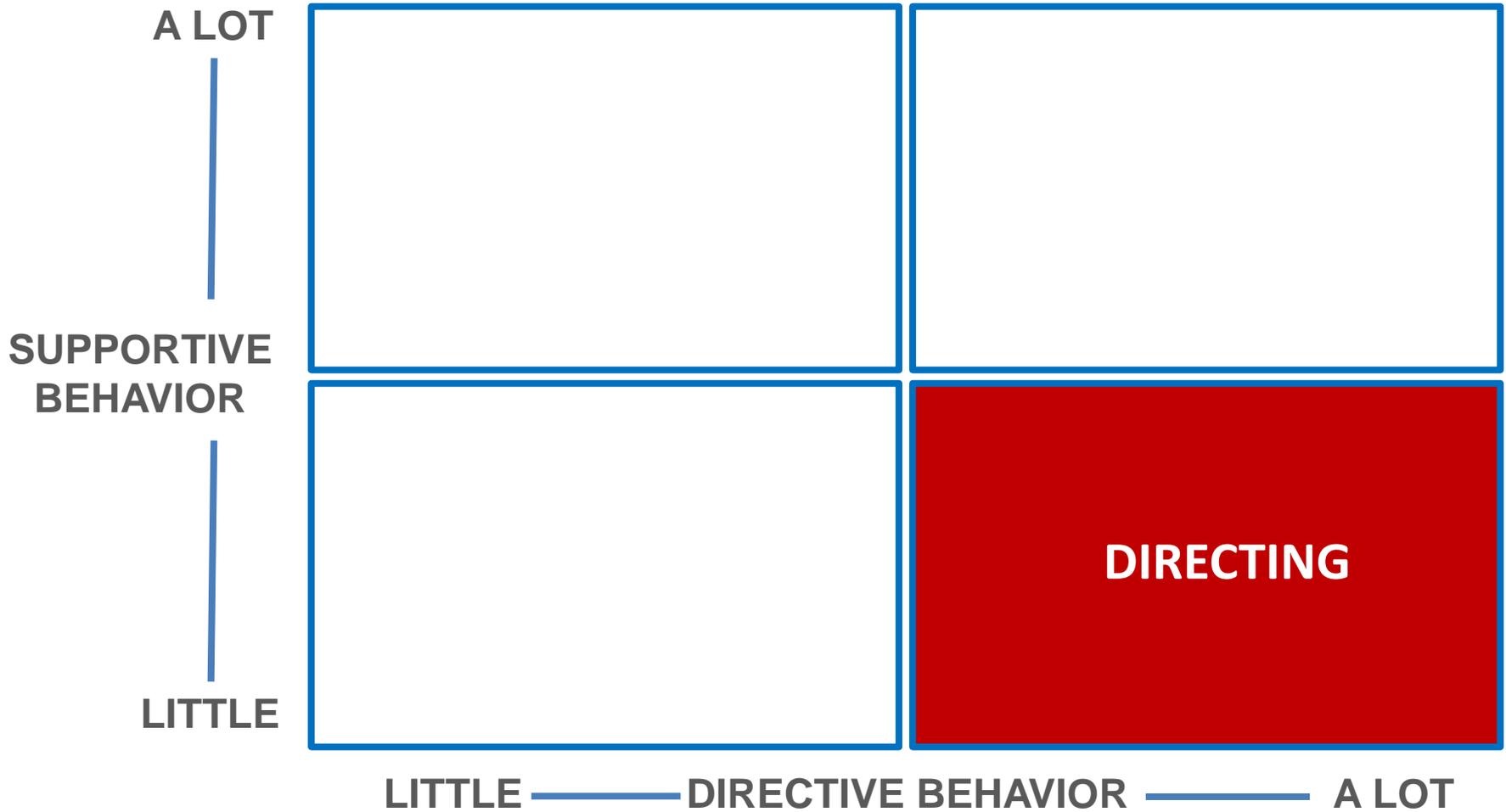
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LITTLE ——— DIRECTIVE BEHAVIOR ——— A LOT

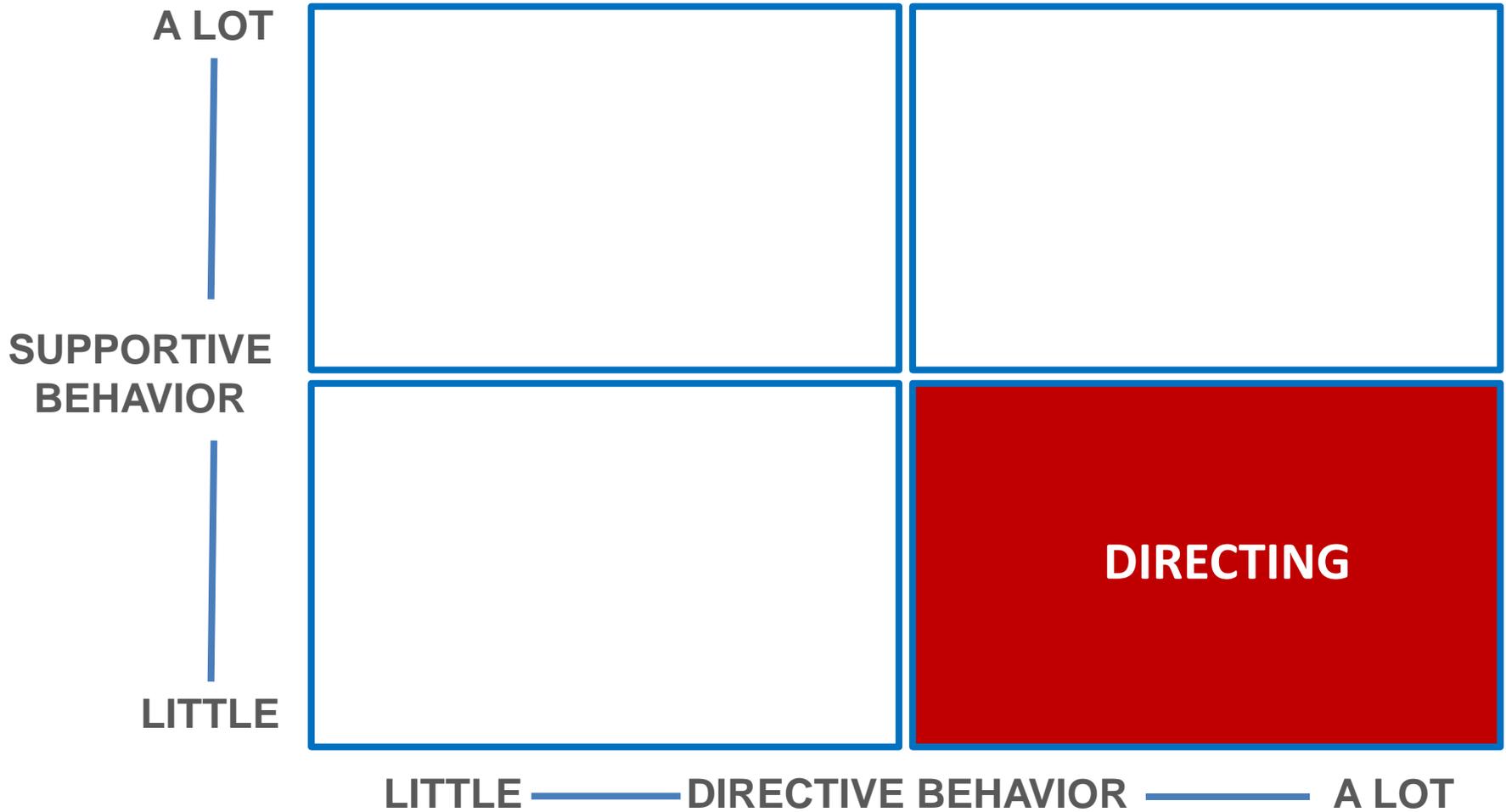
LOW COMPETENCE
HIGH
COMMITMENT





**LOW COMPETENCE
HIGH
COMMITMENT**

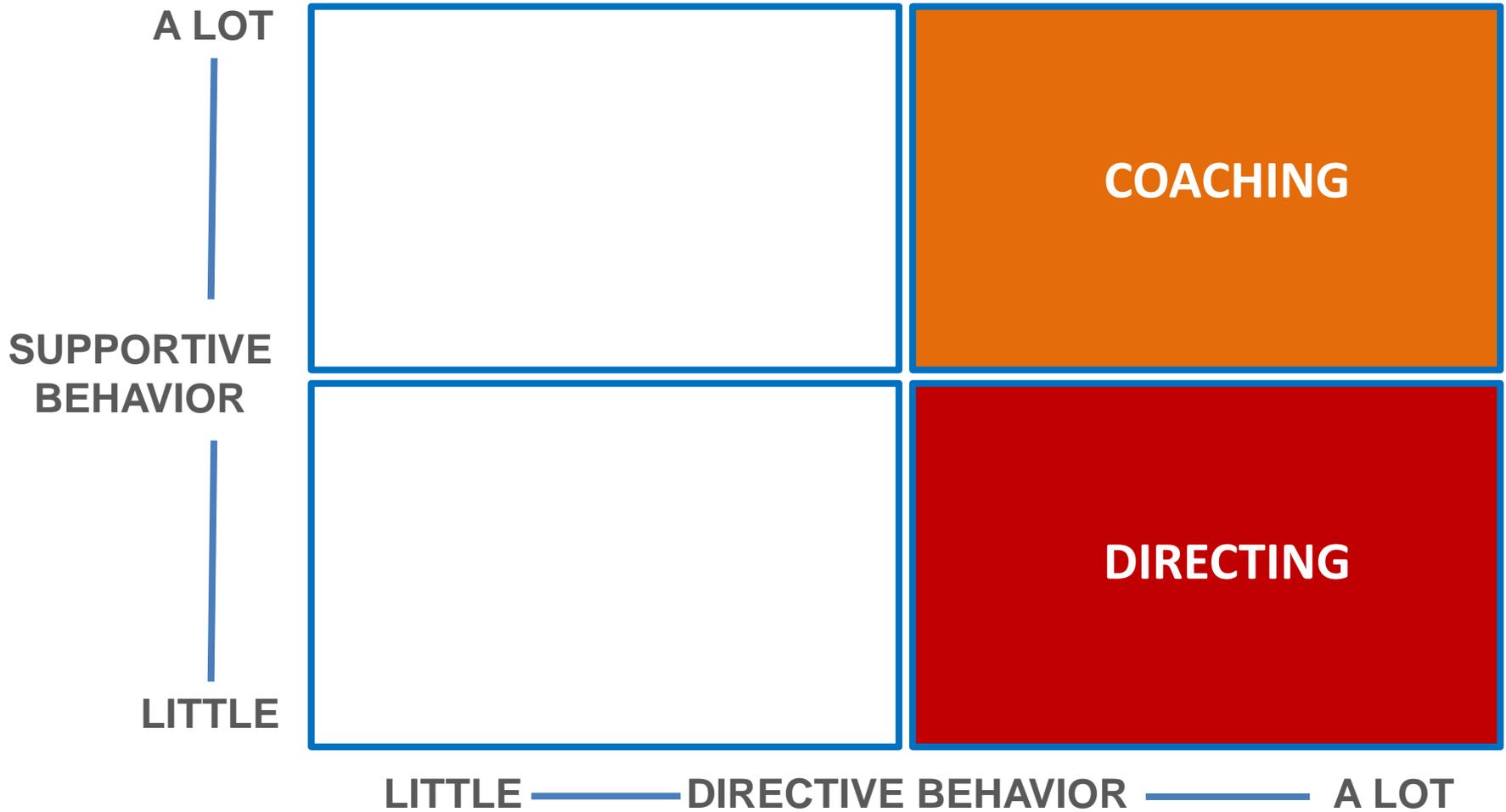




**LOW COMPETENCE
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COMMITMENT**

**LOW COMPETENCE
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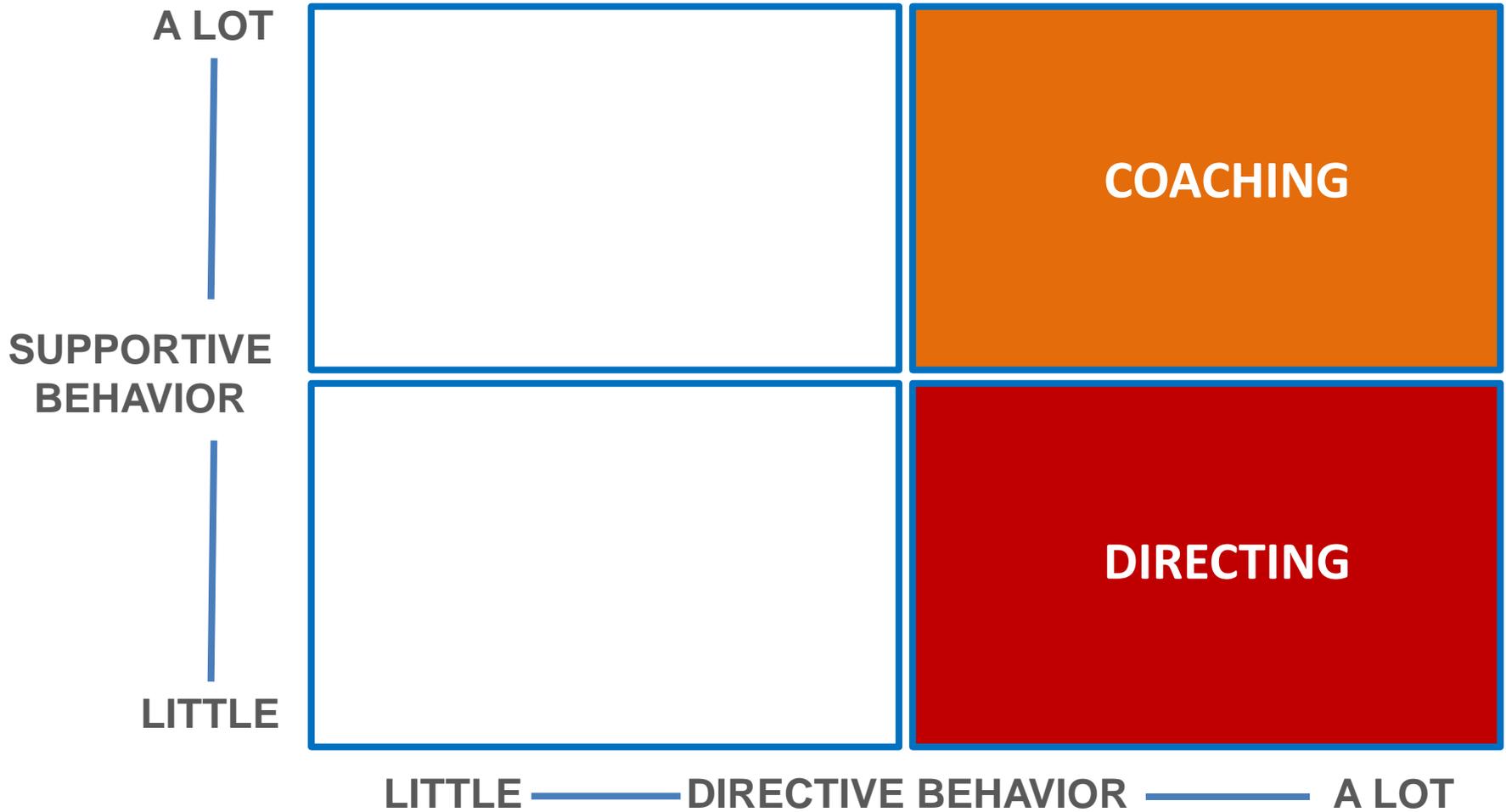




**LOW COMPETENCE
HIGH
COMMITMENT**

**LOW COMPETENCE
LOW
COMMITMENT**



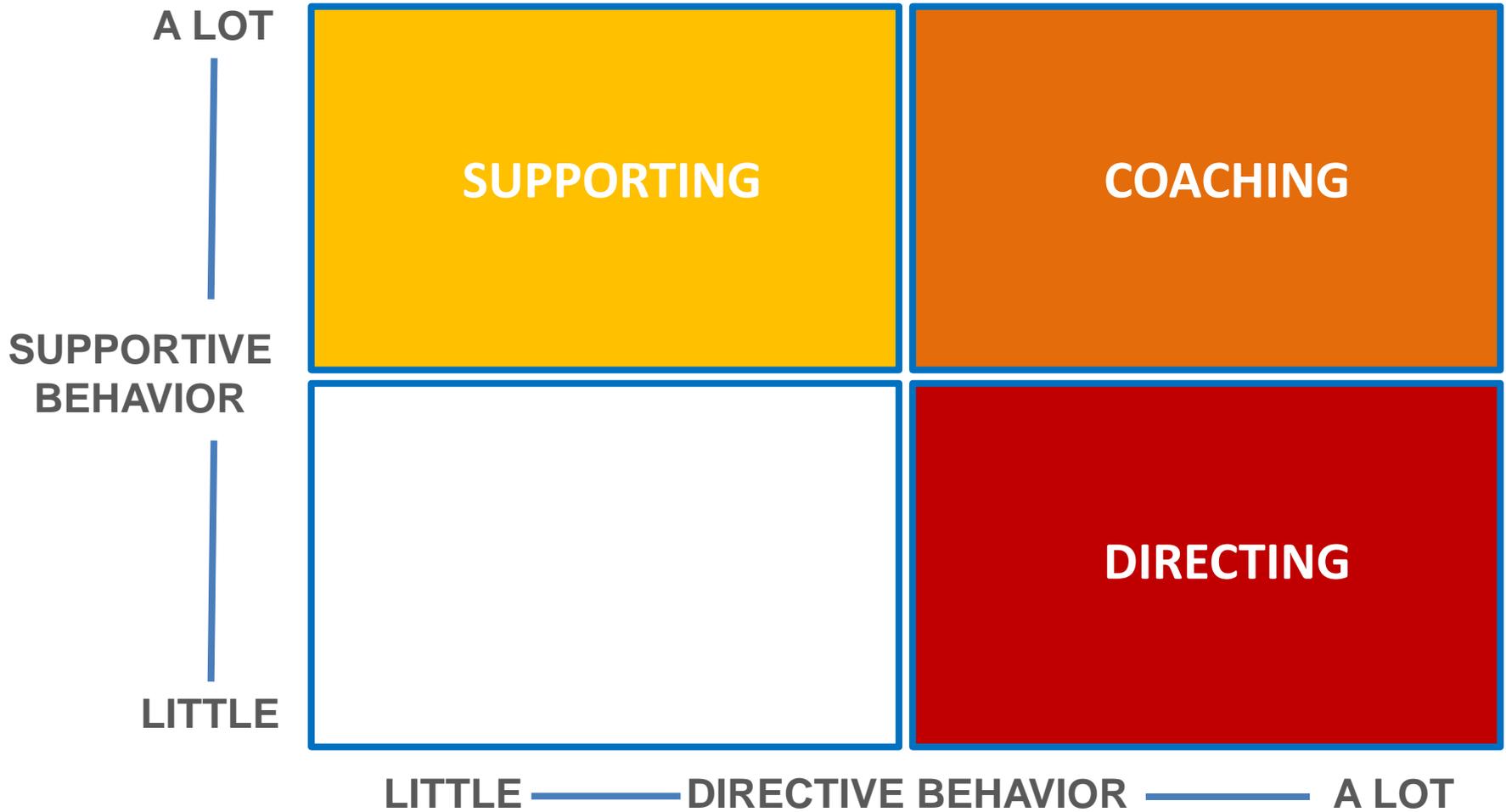


**LOW COMPETENCE
HIGH
COMMITMENT**

**LOW COMPETENCE
LOW
COMMITMENT**

**HIGH
COMPETENCE
VARIABLE
COMMITMENT**



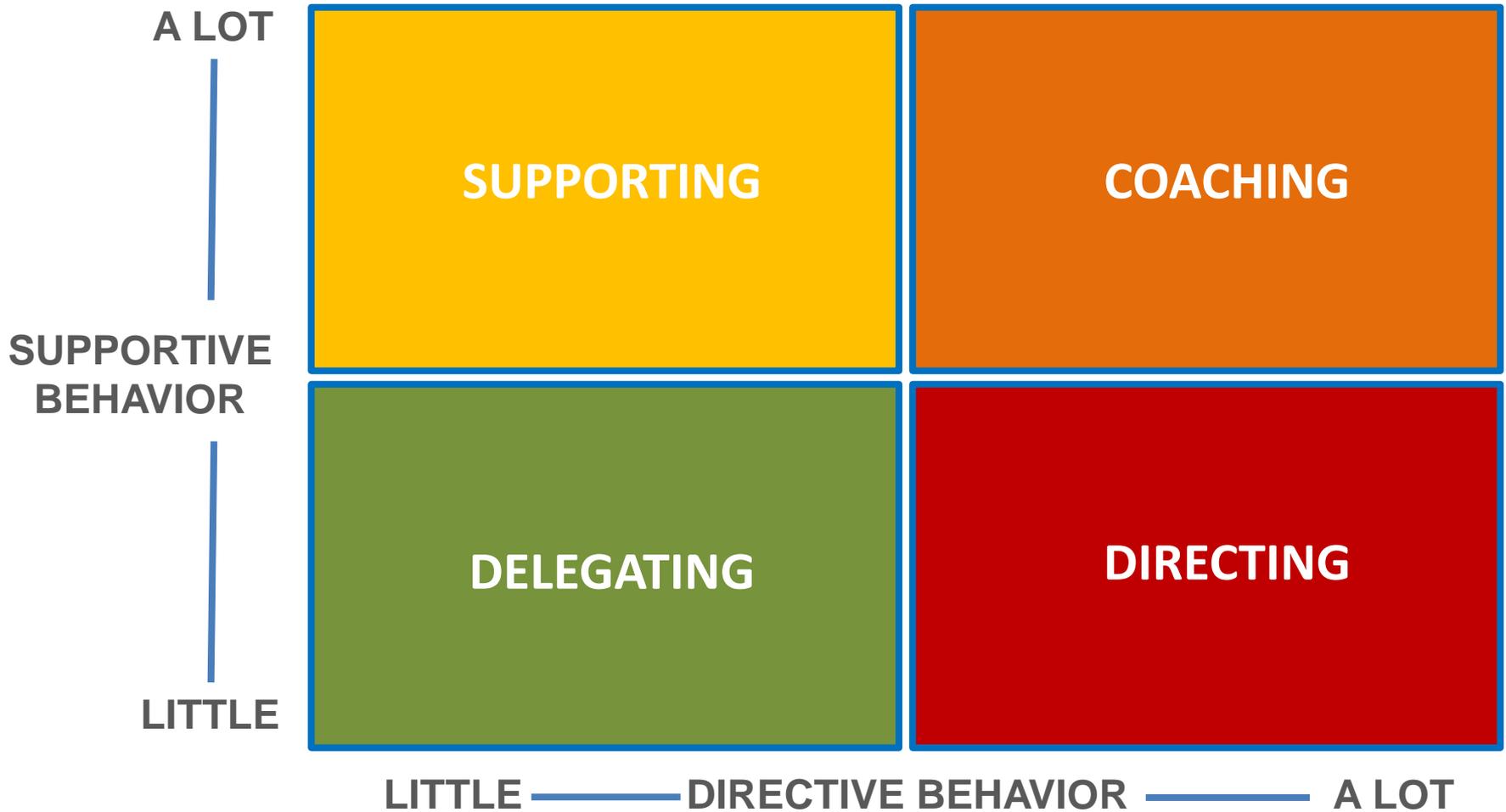


**LOW COMPETENCE
HIGH
COMMITMENT**

**LOW COMPETENCE
LOW
COMMITMENT**

**HIGH
COMPETENCE
VARIABLE
COMMITMENT**







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Your Turn!



Experiential Activity #2

15 Minutes

Working in teams, read through the scenarios and determine where on the grid each team member falls. Then determine a management treatment to help the team member perform at their optimal level.

ACCESS WORKBOOK

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Your Turn!



DEBRIEF



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What was your biggest “aha” moment?



Press 1 on the phone

OR



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See bookshelf

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