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**SKILL – PEOPLE MANAGEMENT**  
CPIP



## SKILL – PEOPLE MANAGEMENT

- 1) **Aim** – The aim of this topic is to support HR managers but also managers from a wide range of companies and institutions take a step back and allow employees' freedom of decision and action while they achieve the desired results. People managers handle all people-related tasks involving new talent, employee engagement, and career development.
- 2) **Objectives**
  - a) To effectively apply people management skills nowadays
  - b) To recognize and assimilate the 5 key components of people management
  - c) To be aware of role modeling and mentoring to apply appropriate people management skills
- 3) **Content**
  - ❖ People management in the workplace (nowadays)
  - ❖ Effectively managing people in a work environment
  - ❖ Role modeling and mentoring to apply and encourage appropriate people management skills



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## **People management and the use a strengths-based approach**

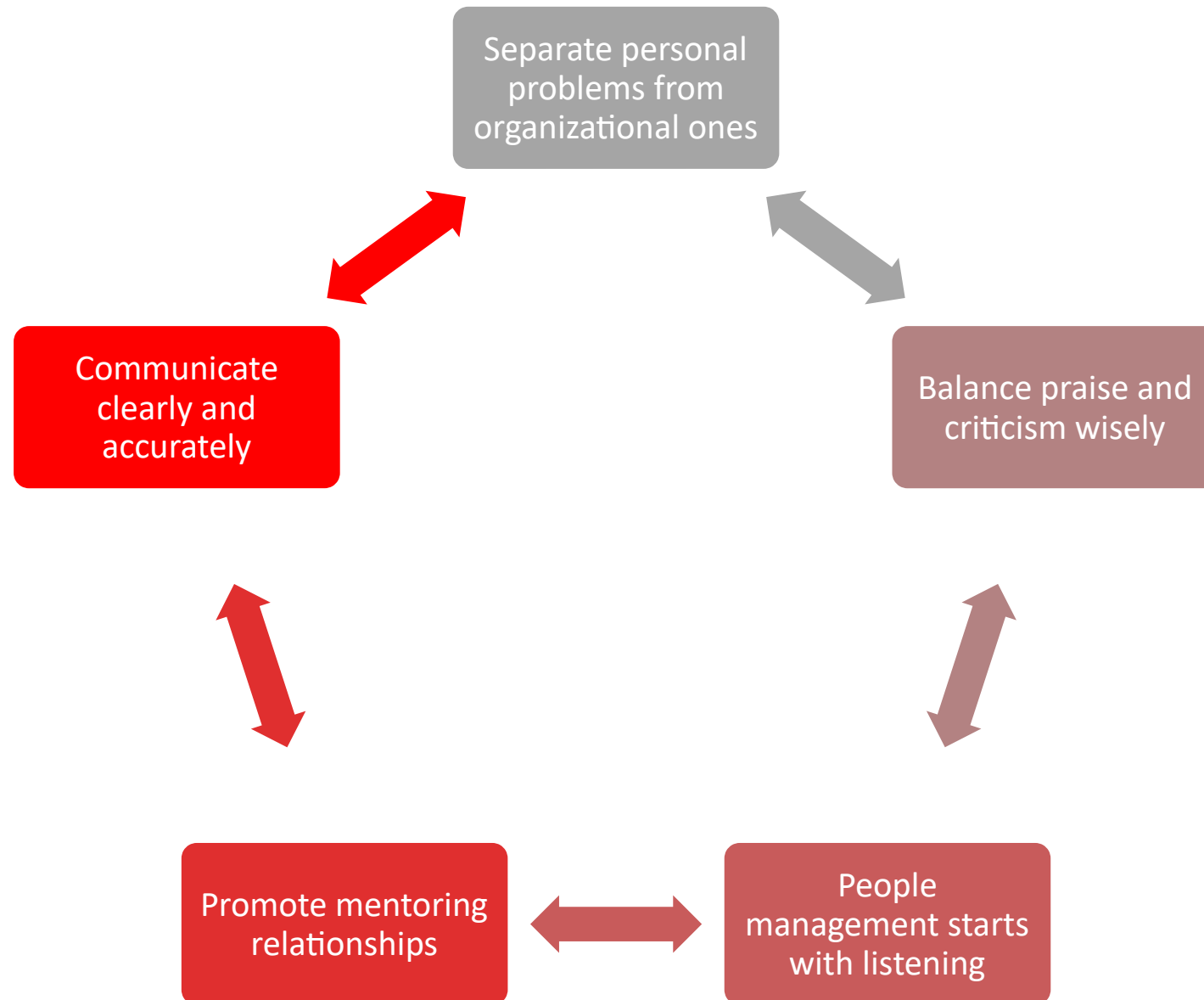
By using a strengths-based approach, individuals will respond in kind with a positive growth mindset. First, acknowledge the person's strengths. Create an environment in which people feel safe to share their accomplishments and failures. Consider the perspective of the other person and relate to the human emotions being expressed. Remember that the professional role is only one part of the individual. People management is a critical skill for any manager, whether you are new to the role or have been managing people for years. Mastering this skill will positively impact employee engagement and productivity. There is a lot of overlap between people management and leadership, and good leaders are also good managers. We all know we want to be led by someone who is competent, confident, and decisive.

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How to effectively managing people in a work environment



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## Role modeling and people management

One of ways that managers can inspire their teams to achieve greater work effectiveness is to be 'role-model managers'. Trust is not given, it is earned. Show your team that you can be trusted by always being fair, honest, and consistent.

Role models are individuals whose behaviours and successes are attractive to others and thus readily followed



*In the workplace, values are 'caught' and not 'taught'.!*

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## **Mentoring and people management**

Mentorship is a fantastic way to help new managers grow into their roles as leaders. Studies show that two-thirds of employees in any given organization have been promoted without having received adequate training for their position. According to Brian Rollo Consulting Group, it's not surprising that 63% do not feel effective after six months, and 50% still do not feel effective after a year. Mentorship is imperative to properly train and support new managers. Companies need to realize that it's crucial to train and develop potential leaders at every level within an organization.



*New managers need mentorship that provides them with a support network and helps them learn from other leaders!*



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## Mentoring and people management

Once the goals have been set, and alignment has been reached, the next step is to decide on a model for the mentoring program. There are several ways you can structure your program:

- ❖ Traditional 1-on-1 mentorship
- ❖ Group mentoring
- ❖ Peer mentoring

Any mentoring program that is not done physically or face-to-face could be done virtually. Receiving feedback is one of the most valuable ways for employers and employees to identify areas of strength, and gaps in performance.



*Mentor and mentee must have aligned expectations for this relationship!*



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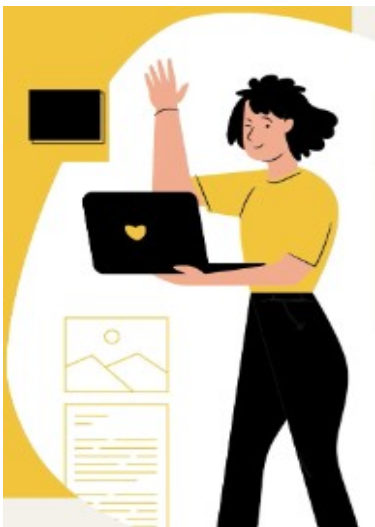
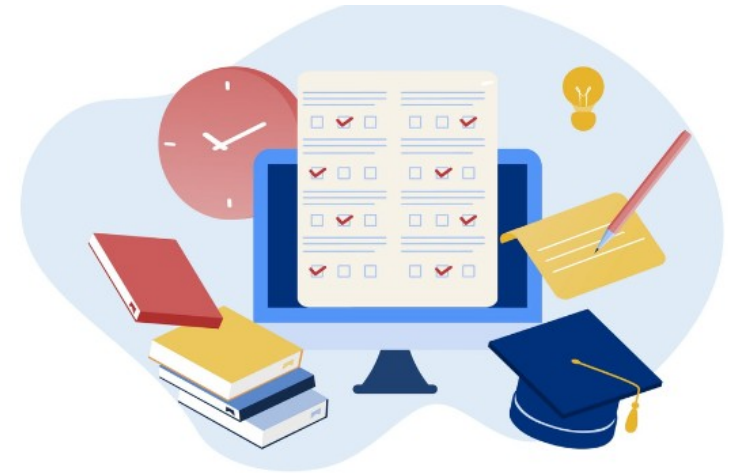
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## **Traditional one-on-one mentoring and people management**

A mentor may help with exploring careers, setting goals, developing contacts, and identifying resources. Mentee-mentor partners participate in a mentoring relationship with structure and timeframe of their making or as established by a formal mentoring program.

### **Distance Mentoring**

A mentoring relationship in which the two parties (or group) are in different locations. Sometimes called “virtual” mentoring.



*In management or supervision, the manager will have a greater degree of influence over the course of action their employee takes!*



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## Group mentoring and people management

A single mentor is matched with a cohort of mentees. Initial program structure is provided while allowing mentor to direct progress, pace and activities. The manager or supervisor might set tasks or objectives for the individual or they may develop these collaboratively. The manager or supervisor will likely be reliant on the successful completion of objectives for the overall benefit of the project, team or organisation.



*Mentoring discussions focus on the professional development!*

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3 key approaches of people management



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People management skills: Knowledge and development

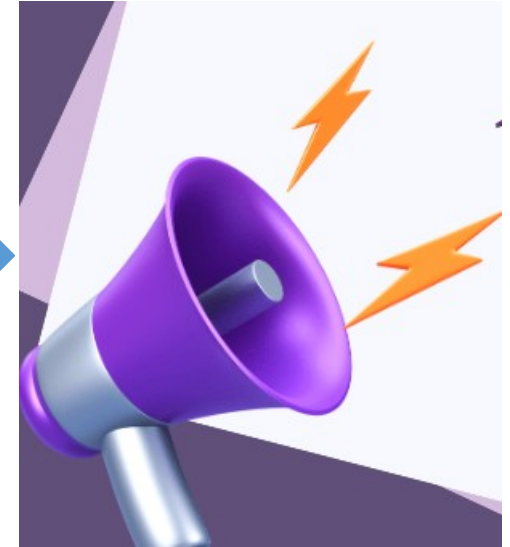


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### Remember

**In any organization, motivation is the key to success. Communication is an essential aspect of people management. Workplace communication should be clear, accessible, and impartial. Effective teamwork requires all members to understand their roles and align them with the company's goals.**





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