

Evidence Based Management & Leadership

INTRODUCTION

- This Evidence Based Management & Leadership training course proceeds from the premise that using better, deeper logic and employing facts to the extent where possible permits leaders to do their jobs better. Understanding this principle and applying what is all about. It focuses on the hard facts about what works and what doesn't really work in your organization, and determining the half-truths that constitute much of the conventional wisdom about measuring outcomes by management, and rejecting the those that too often pass for sound advice will help organizations perform better.
- This training course will help the participants learn and apply methods to better qualify and quantify their standards and measures before making essential decisions about their strategies of growth going forward. Based on factually based science to make forward decisions is the essence of this program. You will learn the methods used by other industries, to carefully chose what procedures to use under a variety of circumstances which will make your decisions more viable and less risky.

This training course will highlight:

- Methods to improve on your organizations' quest for better and more accurate measures like KPI's
- Track your decisions to form even better decisions as you learn by doing
- Identify the personal skills and procedures to map out important strategic moves
- Create the best methods for getting the essential "buy in" from others that need to "work your plan"
- Learn the five roles you must include in every measures team

OBJECTIVES

At the end of this training course, the participant should be able to:

- Create new methods to make better decisions
- Create the teams that carry out the key roles
- Inform management of real progress step by step
- Determine what needs to be done to overcome barriers
- Apply good sense to overcome budget constraints

TRAINING METHODOLOGY

- This leadership training course will utilize a variety of proven adult learning techniques to insure maximum understanding and usable skills. This includes a combination of interactivities by team, case studies, visuals including videos on the subject, and feedback.

ORGANISATIONAL IMPACT

- This will set a strategic direction for the organization that is clear and inspiring by demonstrating a true picture of your organizations' performance. It helps improve your outcomes measurably and quickly while providing practical easy to understand results. In addition, the skills learned in this seminar are designed to impact the organization in the following manner:
 - Reduce cost via focusing on the real skills and methods of operation
 - Reduce turnover via allowing employees to know exactly where they stand and what is expected of them
 - Increase productivity by establishing real workflow goals
 - Eliminate waste by identifying the wasteful activities and resources that are unimportant
 - Improve goal setting by establishing exact targets over generalizations

PERSONAL IMPACT

- The skills learned herein, improves your leadership skills and reputation by finding the right goals and workflow that eliminate waste and organizational resources. In addition, these skills will enhance your personal impact on your organization in the following ways:
 - Provide a quantitative analysis of your personal contributions
 - Reduce the cost of many potentially wasteful operations
 - Provide a continuous improvement process that leads to best possible practices
 - Provide a method of assessing resource balancing.
 - Contributes to competitive pricing

WHO SHOULD ATTEND?

- The skills learned in this training seminar are suitable for anyone responsible for productivity standards, setting goals and accountability standards, or measured on achieving KPI's which may include:
- Production Managers
- Human Resource Personnel
- Middle Managers
- Supervisors and Staff
- Leaders and Managers in a wide variety of Industries including: Energy, Medical and in the Production of Products and Services

Course Outline

The Essentials of Evidence – Based Leadership

- The History and Results of EBM
- Results Frameworks vs. Measurement Frameworks
- The Balanced Scorecard as a Unit of Measures
- Understanding the Dynamic between the Growth and its Limits
- The Centre and Function for Evidence–Based Management – CEBMa

KPI'S & Learning the “PuMP” Methods of Measuring

- Road Classification
- The Qualities of an Excellent Suite of KPIs for Rapid Growth
- Aligning the New Measures to Our Organization's Goals
- Introduction to PuMP Methods of Measuring
- PuMP® Performance Measurement Blueprint
- PuMPing KPIs for the Balanced Scorecard

Forming a Team: The Five Roles in EBM

- Role 1: The teams decision-making authorities
- Role 2: Knowing and following a PuMP process in the right order
- Role 3: Identify the functions of a group dynamics facilitator
- Role 4: Understanding the data available to the team and how to get it
- Role 5: Choosing the people who work in the business process or function for which the measures are to be developed

Creating a Culture for Evidence – Based Management

- The Dynamics of Creating and Sustaining an EBM Culture
- Six Sigma – and Other High-quality Type Cultures
- Aligning the Purpose, Mission and Measures for the People
- The Role of the Leader in Culture Building
- Rewards and Recognitions for Influencing Performance

Applying Evidence Based Procedures to our Organization & Goals

- Choosing and Training the people
- Aligning the Goals
- Aligning Behavior
- Align the Processes
- Purpose, Worthwhile Work, and Making the Difference