

## **Sales Management: Mastering Skill Development, Effort Management & Managerial Engagement!**

### **Course Title: MHPT- Part 2 - Managing A High-Performance Team**

**Automotivators Training Delivery Methods: Trainer Lead:** In-Person or Online Live via Zoom.

**Duration:** 6 hours in-person or 2 x 3-hour sessions via Zoom.

**Attendees:** Sales Management and General Managers

#### **Objectives:**

- Increase the participant's understanding of the dynamics of change management and their role in achieving higher performance through their people.
- Increase the participant's knowledge and proficiency with the coaching aspects of their job.
- Increase comfort with and effectiveness in conducting one-on-one coaching.
- Increase comfort with and effectiveness in delivering skill development meetings.

#### **Projected Expected Outcomes:**

- Returning to the dealership, participants should feel more confident conducting one-on-one coaching sessions and delivering skill development meetings with their team.
- Participants will better understand the forces at work against them in developing their team and have more confidence in overcoming those forces.

#### **Training Session Topics:**

- Management development of people
- Why is change hard?
- Coaching
- Your role in coaching and change
- The forces working against us
- CEO / GM impact on accountability
- Sales team coaching
- Coaching is sales
- Coaching questions
- Better One-on-ones
- What should I coach?
- Practice One-on-ones (Set-up)
- Skill development training
- Learning styles
- Attention span
- Incorporating stories
- How well do you need to know it?
- Designing a training meeting agenda
- Evaluation of learning/change
- Appendix – practice materials
- Practice scenarios
- One-on-ones
- Skill development