



*The Virginia Association for Rehabilitation Leadership
and STEPS, Inc.*

Present

What to Manage When You're Walking Around

In his best-selling book, *The One-Minute Manager*, Ken Blanchard introduced the term "managing by walking around." Since then, it has become almost a management requirement to spend a good deal of time walking around the workplace. But what should a manager look for as they walk around. This one-day workshop opens the door for managers to look for specific items that can directly and positively impact work performance.

This workshop begins with a brief overview of management thought; highlighting the forces underlying each of the major approaches to management. It then explores how the workplace and marketplace are different and highlights the changing demands on managers. With this foundation, four new management skills are introduced and examined.

The major topics covered are:

- Why the four traditional management skills are no longer sufficient
- Four new management skills required in today's workplace
- How the metaphors used in the workplace impact daily performance
- The implicit workplace definitions that set the tone for quality and performance
- The epidemic of "disengagement" that is plaguing the workplace and what to do about it
- To recognize the signs of worker disengagement
- What empowerment really means and how to use it in the workplace
- How to use the power of lessons learned to create continual improvement

You do NOT have to be in management to attend. Attend for your leadership growth!

Presented by

Sabrina Harmon, NISH National Office

NISH-Creating Employment Opportunities for People with Severe Disabilities

Thursday, October 29, 2009

9:00 am – 4:30 pm

Lunch on your own

Check in/registration/refreshments 8:30-8:55

Dept. of Rehabilitative Services Central Office

8004 Franklin Farms Drive, Forest Office Park

Richmond, VA 23229

CRC Credits available

Pre-registration/payment requested due to limited seating.

Contact Susan Green (804) 305-4009 or susan.green@drs.virginia.gov to sign up.
If ADA accommodations needed, you must register with your request by October 23.

VARL Members \$15.00 Non Members \$25.00

No refunds after October 23.