

6. “MENCHING” THE ART AND SCIENCE OF BUILDING AND SUSTAINING PRODUCTIVE RELATIONSHIPS

LEARNING OBJECTIVES:

At the end of this three-day Learning Intervention, the participants will be able to:

- Explain, and apply, six dynamic organizational “Menching” roles, in order to enhance their own, and the Company’s Performance Management Capability;
- Assess their readiness to become a coach/mentor, establish the appropriate relationship, set achievable goals with co-workers, monitor their progress and achievement, and bring the relationship to a natural conclusion;
- Facilitate the learning process by engaging the co-worker in the learning process, and by creating a climate conducive to learning;
- Practice the skills of effective “Menching” and,
- Create a “Menching” cultural framework within their organization.

LEARNING OUTLINE:

- MENCHING I: A Co-worker’s Perspective
- Communicating and Learning
- Establishing Agreements with One’s “Mench”
- MENCHING II: A “Mench’s Perspective
- Preparing, Negotiating, Enabling, and Coming to Closure
- Leading and Coaching
- MENCHING III: A Company Perspective
- Managing and Partnering
- Creating an Organizational “Menching” Audit

LEARNING OUTCOMES:

1. Achieving excellence from our Co-workers.
2. Offering advice and support in difficult times.
3. Becoming an intentional model.
4. Respecting privacy, and protecting confidentiality.
5. Establishing measurable goals.
6. Becoming sensitive to diversity.
7. Welcoming change and growth.
8. Holding ourselves accountable.
9. Embracing the consequences of becoming a Mench.