

# American Management Association's Management Skills for New Managers

## *Defining Your Role as a Manager*

- Identify Qualities Required for Effective Management
- Define *Management*
- Describe How Managers Provide Value
- Identify the Roles and Responsibilities Managers Perform
- Describe the Contextual Issues and Challenges Managers Face

## *Continuous Performance Management*

- Define the Goal of Performance Management
- Describe a Process for Effective Performance Management
- Identify the Challenges to Performance Management
- Demonstrate the Skills of Performance Management

## *SLII*® - *Concepts*

- Practice Having Effective and More Frequent Conversations with Your Direct Reports
- Increase Your Flexibility and Adaptability to Lead a Diverse Workforce
- Use a Variety of Leadership Styles to Accelerate Team Members' Completion of Their Goals/Tasks

## *Coaching for Performance*

- Define *Coaching*
- Identify the Importance of Coaching
- Identify the Requirements for Effective Coaching
- Identify the Micro-skills of Effective Coaching
- Use a Process for Coaching Behavioral Challenges
- Use the AMA GUIDE to Plan and Manage a Coaching Discussion
- Identify the Difference Between Coaching and Discipline

## *Building a Motivational Climate*

- Identify the Manager's Role in Employee Motivation
- Define Motivation
- Identify the Importance of a Motivational Climate
- Recognize Important Elements of the Motivational Process
- Identify Managerial Practices for Building a Motivational Climate

## *Delegating for Growth and Development*

- Identify the Types of Delegation That Managers Can Engage In
- Identify the Importance of, and the Barriers to, Effective Delegation
- Assess Your Current Delegation Practices
- Identify What Can—and Can't—Be Delegated
- Describe the Phases of Effective Delegation
- Use a Process for Conducting a Delegation Discussion