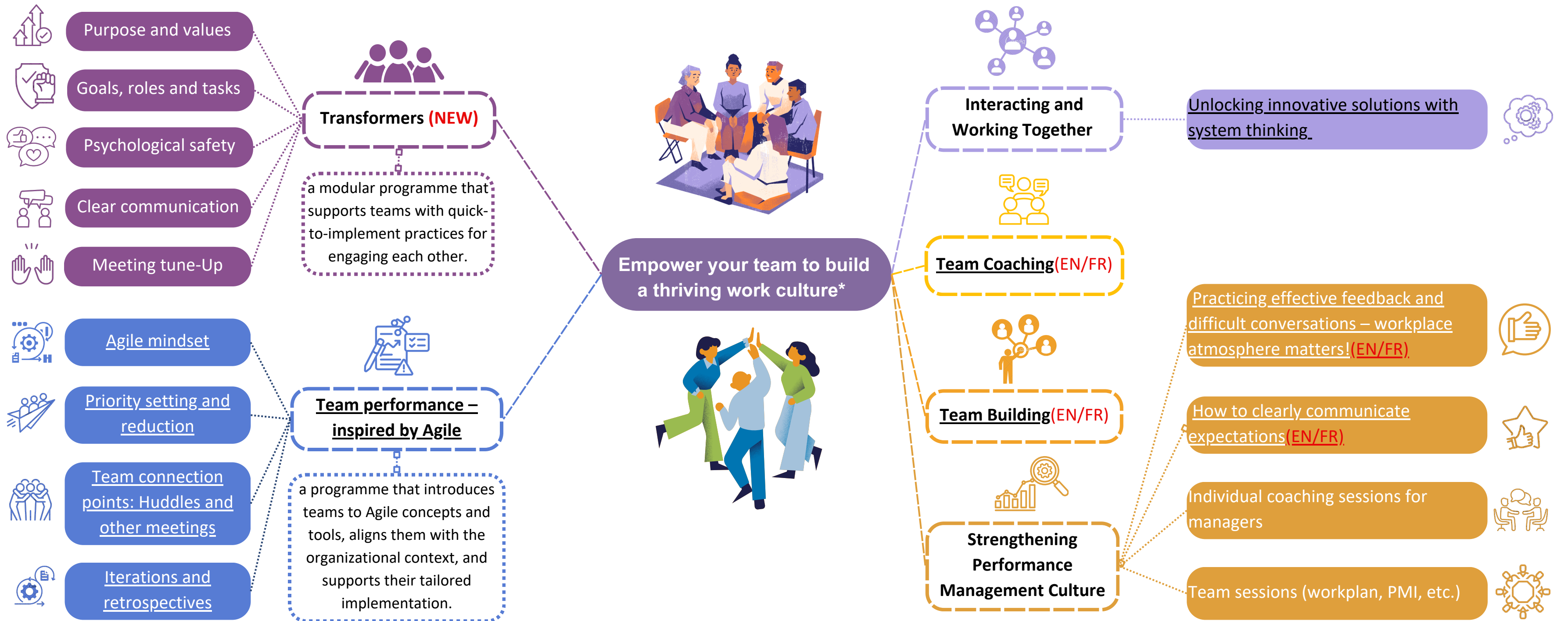


# MANAGERS, HOW CAN HRMS SUPPORT YOUR TEAMS?



\* Activities on demand, please contact [clm\\_mc@un.org](mailto:clm_mc@un.org) for more information

# MANAGERS, HOW CAN HRMS SUPPORT YOUR TEAMS?

Supporting teams with quick-to-implement practices for engaging each other

Course name	Type
<b>Transformers</b> <ul style="list-style-type: none"><li>• Instead of reflective talking, It focuses on <b>implementation</b></li><li>• Instead of abstract ideas, It offers <b>practices you can use right away</b></li><li>• Instead of forcing a model, It encourages you to <b>try things and adapt them</b></li><li>• Instead of focusing on experts, It <b>unlocks skills that we all possess</b></li><li>• Instead of relying on technology, It is about <b>behaviours and habits</b></li></ul>	
<b>Meeting tune-up</b> <p>Explore how to unlock the potential of meetings so that they become the gathering point where clarity and connection are forged in a team.</p>	eWorkshop
<b>Clear communication</b> <p>Focus on communication within teams and improving teamwork.</p>	eWorkshop
<b>Purpose and values</b> <p>Start with the why to decide what your team should focus on.</p>	eWorkshop
<b>Goals, roles and tasks</b> <p>Based on a clear purpose, define SMART goals to help team members better understand their role and decide about their tasks.</p>	eWorkshop
<b>Psychological safety</b> <p>Define psychological safety and the different ways to foster psychological safety in the team.</p>	eWorkshop

## MANAGERS, HOW CAN HRMS SUPPORT YOUR TEAMS?

### Aligning teams with the organizational context

Course name	Type
<a href="#">Team performance-inspired by Agile</a>	
<a href="#">Agile mindset</a> Enhance fundamental knowledge of the principles and values of an Agile mindset.	eWorkshop / In person
<a href="#">Priority setting and reduction</a> Help your team clarify its purpose, prioritize effectively, focus on valuable tasks, eliminate useless activities, and feel in control of the workload.	eWorkshop / In person
<a href="#">Team connection points: huddles and other meetings</a> Review different types of meetings and introduce your team to the "huddle" technique to improve your team meeting efficiency and experience.	eWorkshop / In person
<a href="#">Iterations and retrospectives</a> Delve into Agile ways of working and learn the basics of working interactively.	eWorkshop / In person

## MANAGERS, HOW CAN HRMS SUPPORT YOUR TEAMS?

### Equipping teams with new ideas, useful insights, and actionable strategies to work better together

Course name	Type
<a href="#">Interacting and Working Together</a>	
<a href="#">Unlocking innovative solutions with system thinking</a> Learn a dynamic and holistic approach to problem-solving which enables reframing issues, creating comprehensive system maps, understanding relationships and identifying pivotal leverage points for long-term significant change.	In person

## MANAGERS, HOW CAN HRMS SUPPORT YOUR TEAMS?

### Empowering teams through strategic performance management

Course name	Type
Strengthening Performance Management Culture	
<p><b>Practicing effective feedback and difficult conversations – workplace atmosphere matters!</b> Gain the skills and confidence you need to discuss workplace issues when they arise, including asking for, giving and receiving feedback more effectively.</p>	In person
<p><b>How to clearly communicate expectations</b> Learn how to create a safe environment to conduct individual conversations with their staff, communicate what is expected from them and clarify any assumptions they may have regarding their role and responsibilities.</p>	In person
<p><b>Individual coaching sessions for managers</b> Get clarity on the policy framework governing performance management, on your role as a manager and on options to handle your specific situation.</p>	eWorkshop
<p><b>Team sessions (workplan, PMI, etc.)</b> Prepare your team workplan, get ready for and debrief PMI, review your purpose and reorganize roles and tasks.</p>	eWorkshop