

Mind Reading for Managers™

Simple, practical approach to prevent burnout and increase employee engagement, maximize retention and drive bottom-line results.

Mind Reading for Managers™ has 3 Clear Objectives:

INCREASE PERFORMANCE

by providing a foolproof way for managers to set and manage to outcome based, measurable KPIs.

MAXIMIZE EMPLOYEE MOTIVATION & RETENTION

by developing or deepening the connection between manager and direct report - proven by extensive research to be THE KEY to a highly engaged workforce

UPLEVEL MANAGEMENT SKILLS & REDUCE STRESS

by implementing simple and practical ways to manage staff better and with less stress.

The Mind Reading for Managers Program™ is a proven and effective roadmap to help managers plan, prepare and conduct 1:1 conversations with their team, balancing the needs of the organization with the needs of the humans who lead that organization.

This program is perfect for managers who want a simple, practical way to prevent burnout and increase employee engagement, maximize retention and drive bottom line results.

IF YOU...

Are looking for an easy way to hold staff accountable for great performance (especially with a remote or hybrid workforce)...

Want to unlock potential and increase job satisfaction by understanding your team's career goals, strengths and underlying motivators...

Want to increase your team's wellbeing and psychological safety...

...this program is perfect for you. But only if you are committed to building and retaining a great team.



Employee Engagement Directly Impacts the Profitability of an Organization

300%

It costs up to 300% of your top employees' annual salary to replace them

33%

You lose up to 1/3 of a disengaged employee's annual salary through low productivity

85%

Up to 85% of your workforce could be disengaged according to global statistics

70%

Managers impact employee engagement scores by up to 70%



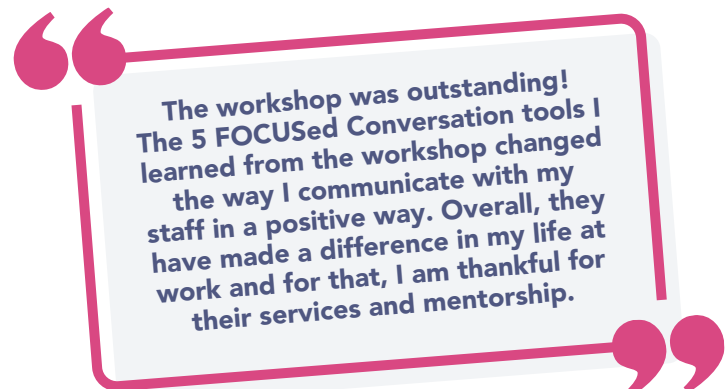
Group Coaching Experience

Self-Paced Experience

RLD Group's real-world experience combined with the science-backed, research-based XCHANGE Approach

This can be binge-watched if organizations would like to follow their own program, or watched in conjunction with our 12 Month FOCUSED Conversation Planner & monthly emails, checklists & tools/exercises

3 1/2 hours of Video-Based Training
12 checklists to help managers plan, prepare for and conduct their conversations using bite-sized chunks of the 5 FOCUSED Conversations™
List of Conversation Starters for each of The 5 FOCUSED Conversations™ (These will help to shape the conversations or 'get the ball rolling')
10 Tools and/or Exercises to help deepen the 5 FOCUSED Conversations™
Support Guide & Checklists for the manager's manager and/or HR professional to support the managers enrolled in the program & hold them accountable for the conversations.
12 Virtual Live Interactive Group Coaching Sessions where attendees debrief their learnings, apply them to real-world situations and receive laser-focused coaching on issues or situations discovered in the session
12 Recordings of the Live Group Coaching Sessions available for review and playback
Customized Case Studies on relevant topics discovered in Group Coaching Sessions



WEEK	TOPICS	VIDEO RUN TIME	GROUP EXPERIENCE TIME	POST-SESSION APPLICATION
0	KICKOFF & INTENTION SETTING What's in it for Them?	60 Min.	120 Min.	"What's in it for Them" Handout
1	THE FEEDBACK CONVERSATION Wellbeing vs. Productivity	30 Min.	120 Min.	<ul style="list-style-type: none"> • Tell it to the EAR Praise Model • Wellbeing VS Productivity Matrix
2	THE OBJECTIVES CONVERSATION Setting Target-Rich Objectives	30 Min.	120 Min.	Target Rich Objectives
3	THE STRENGTHS CONVERSATION Assessment	35 Min.	120 Min.	Capfinity Strengths Profile
4	THE CAREER DEVELOPMENT CONVERSATION: Fall in Love with My Job Again	25 Min.	120 Min.	Fall in Love with My Job Again Exercise
5	THE OBJECTIVES CONVERSATION Revisit & Application	-	120 Min.	Review Target Rich Objectives
6	THE CAREER DEVELOPMENT CONVERSATION: 1-3 Year Career Development Plan	20 Min.	120 Min.	1 - 3 Year Career Development Plan



The Gallup Organization shows that managers affect employee engagement scores by up to 70% and the HBR's 10-year study of great leaders shows the #1 thing that all great leaders do is to develop a strong connection with their staff "studying and meeting the needs of their key stakeholders."

Connection begins with conversation. But most managers don't talk to their staff enough, about the right things or in the right way.

Luckily, you can fix that quickly and easily. When you do, your team will perform better and be happier — and so will you!

7	THE UNDERLYING MOTIVATORS CONVERSATION	25 Min.	120 Min.	Motivational Preferences Exercise
8	THE OBJECTIVES CONVERSATION Revisit & Application	-	120 Min.	Review Target Rich Objectives
9	THE STRENGTHS CONVERSATION Application	-	120 Min.	Revisit Strengths Conversation
10	CAREER VALUES Assessment & Engagement Planning	5 Min.	120 Min.	Career Values Exercise
11	MOTIVATIONS & RECOGNITION Assessment & Engagement Planning	10 Min.	120 Min.	Locus of Motivation Exercise
12	CAREER PLANNING & FUTURE VISION Program Review & Action Planning		120 Min.	Revisit Career Development Plan



**RLD
GROUP**

Helping **Tech Companies**
Take Culture Transformation Out of the Clouds,
Banish Burnout & Drive Bottom Line Results



We've **Cracked The Code** on How to Help Humans Thrive in Tech



Organizations
Who Trust
RLD GROUP



We Do Not Bring Theory into Our Engagements.
Instead, we roll up our sleeves and **co-create solutions** informed
by our team's real-world experience & successes.

SBA WOSB
Woman Owned Small Business

**Proudly Woman
Owned & Operated**

