



# OFA TRAINING

Welcome to today's webinar.  
We will begin shortly.

For audio, please make sure  
to also join the call.

Dial-in here

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# LOGISTICS



We will meet for 90 minutes



This is an **interactive training**.  
You will work in pairs today.



A recording of this video and  
call will be available on the

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# MANAGING YOUR TEAM

W/ VICTORIA ZYP

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## GOALS FOR TODAY

Learn to identify the level of support  
and direction your team members  
need.

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## GOALS FOR TODAY

Be able to choose a management  
treatment based on your team  
members' needs.

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## GOALS FOR TODAY

Feel confident getting your team to a place of optimal performance.

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## Agenda for today

Diagnosis and Treatment

Situational Leadership

Practice

Debrief and Close





# What is your worst or best experience with a manager?

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# Diagnosis and Treatment

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# Types of Performance Problems

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## CONDITIONS PROBLEM

- Access to necessary tools to meet goals



# Types of Performance Problems

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## CONDITIONS PROBLEM

## ATTITUDE PROBLEM

- Team members underperform because they are not bought into the mission or vision of the program or organization



# Types of Performance Problems

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## CONDITIONS PROBLEM

## ATTITUDE PROBLEM

## TRAINING PROBLEM

- There is a pattern of team members lacking specific skills to meet goals
- Team members were trained on problem previously, but problem persists
- Preventive solution





## Your Turn!



### Experiential Activity #1 10 Minutes

1

Read three scenarios, which present management problems in a campaign

2

Determine what type of management problem each scenario presents and what management treatment you can use to solve the problem.

[ACCESS WORKBOOK](#)

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# Pair and Share



Experiential Activity #1

## DEBRIEF



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**A LOT**



**SUPPORTIVE  
BEHAVIOR**



**LITTLE**

**LITTLE ————— DIRECTIVE BEHAVIOR ————— A LOT**

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A LOT



SUPPORTIVE  
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A LOT



SUPPORTIVE  
BEHAVIOR

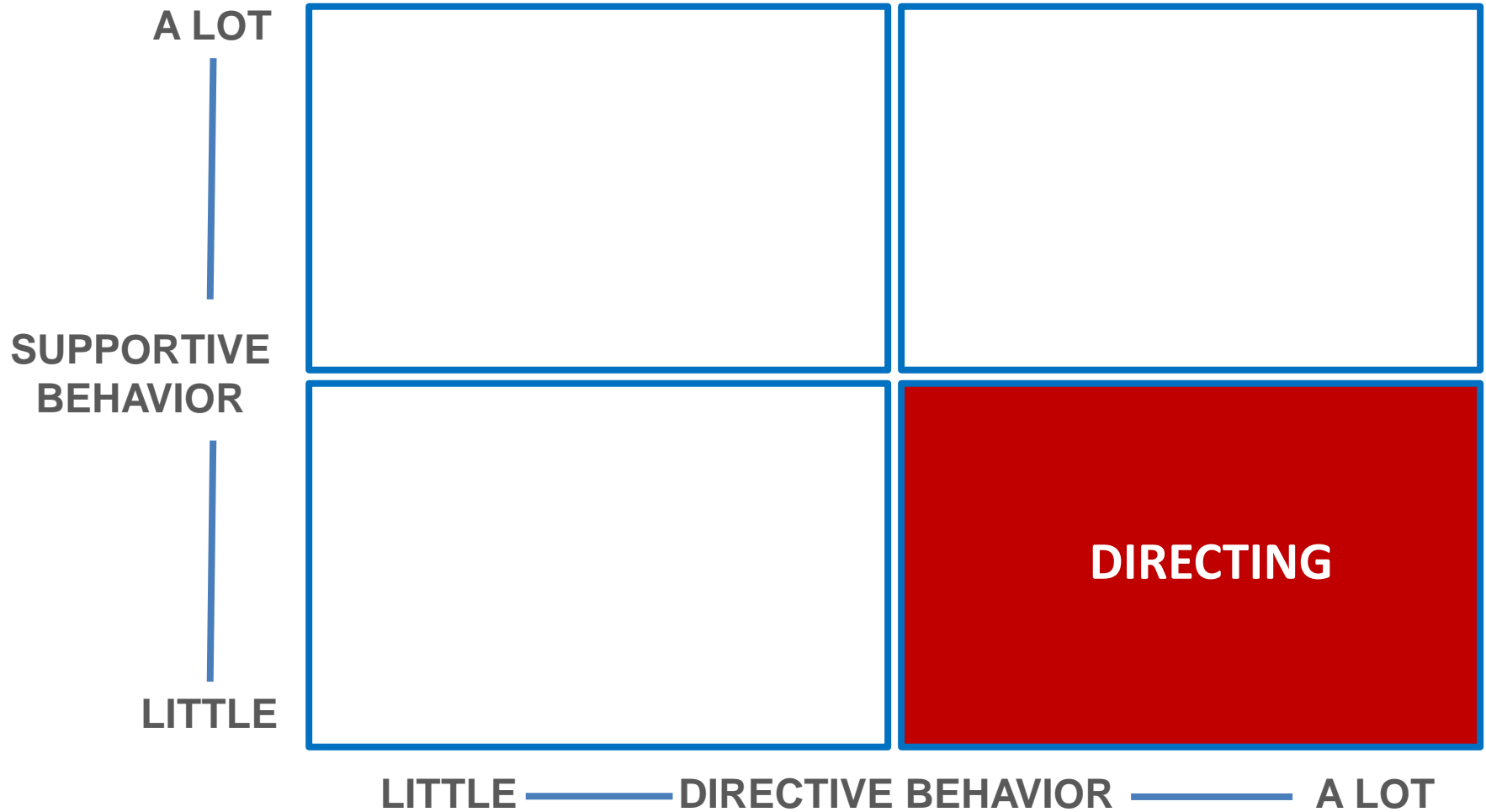


LITTLE


LITTLE ——— DIRECTIVE BEHAVIOR ——— A LOT

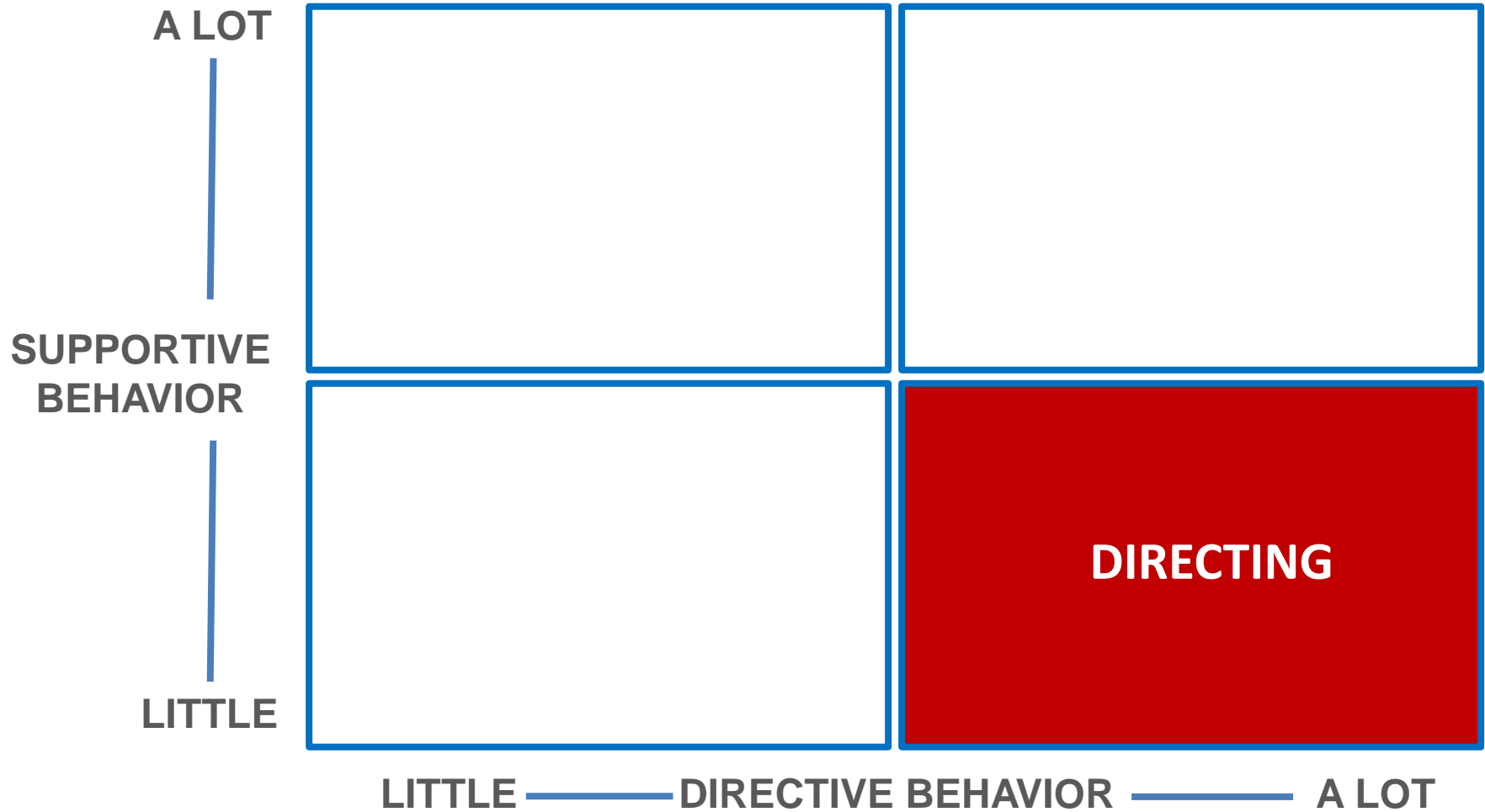
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HIGH  
COMMITMENT





**LOW COMPETENCE  
HIGH  
COMMITMENT**

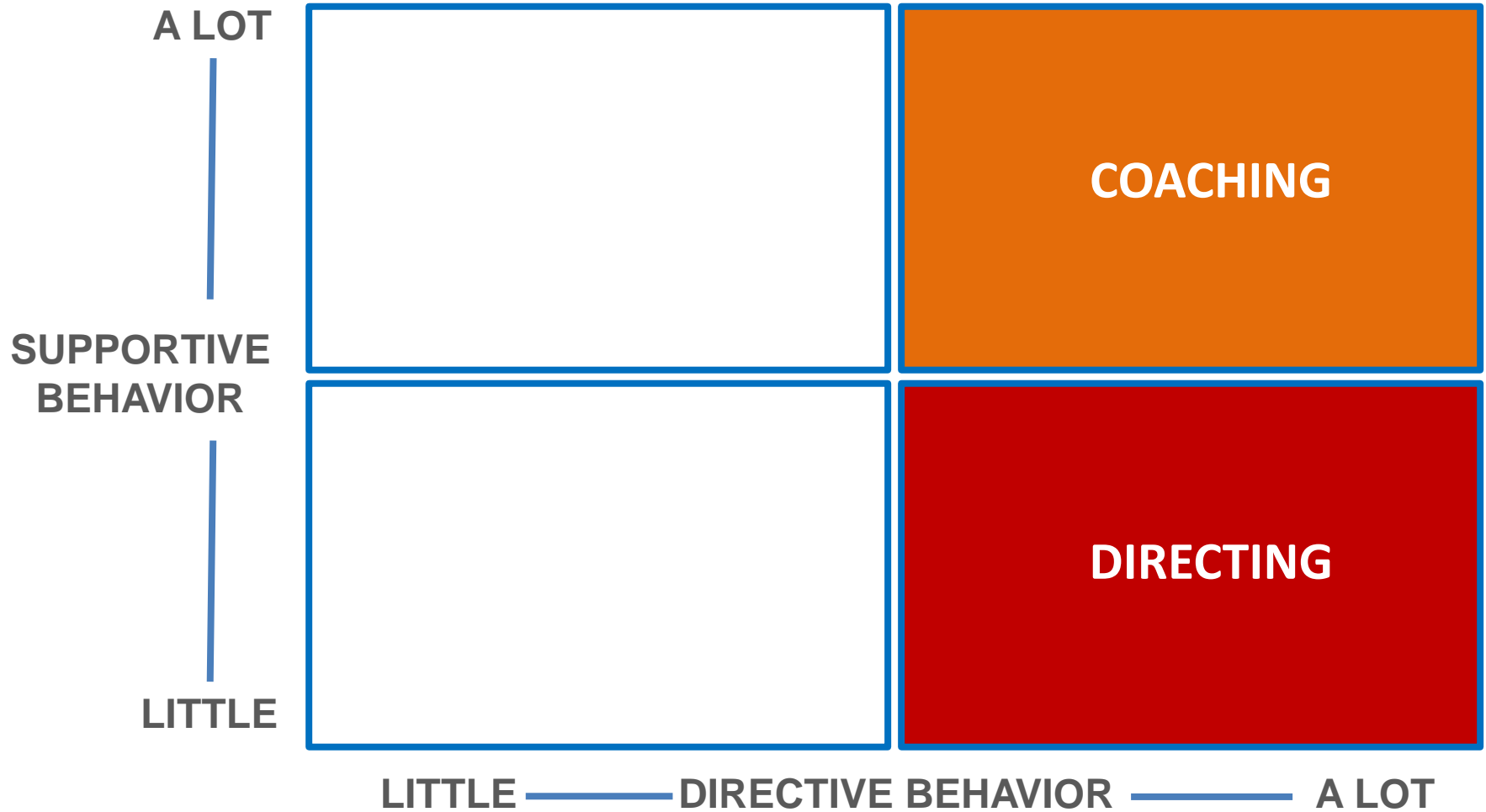




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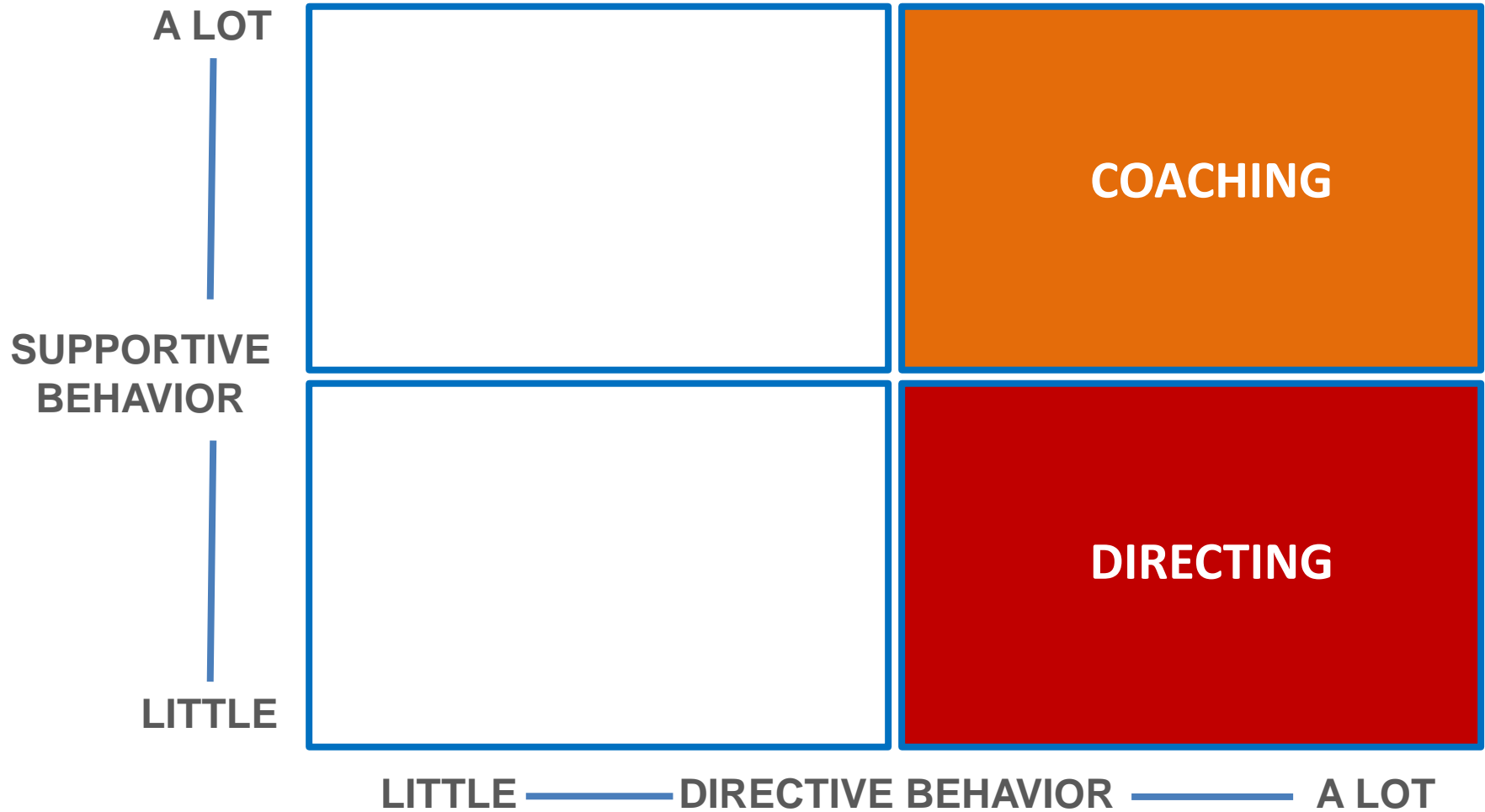




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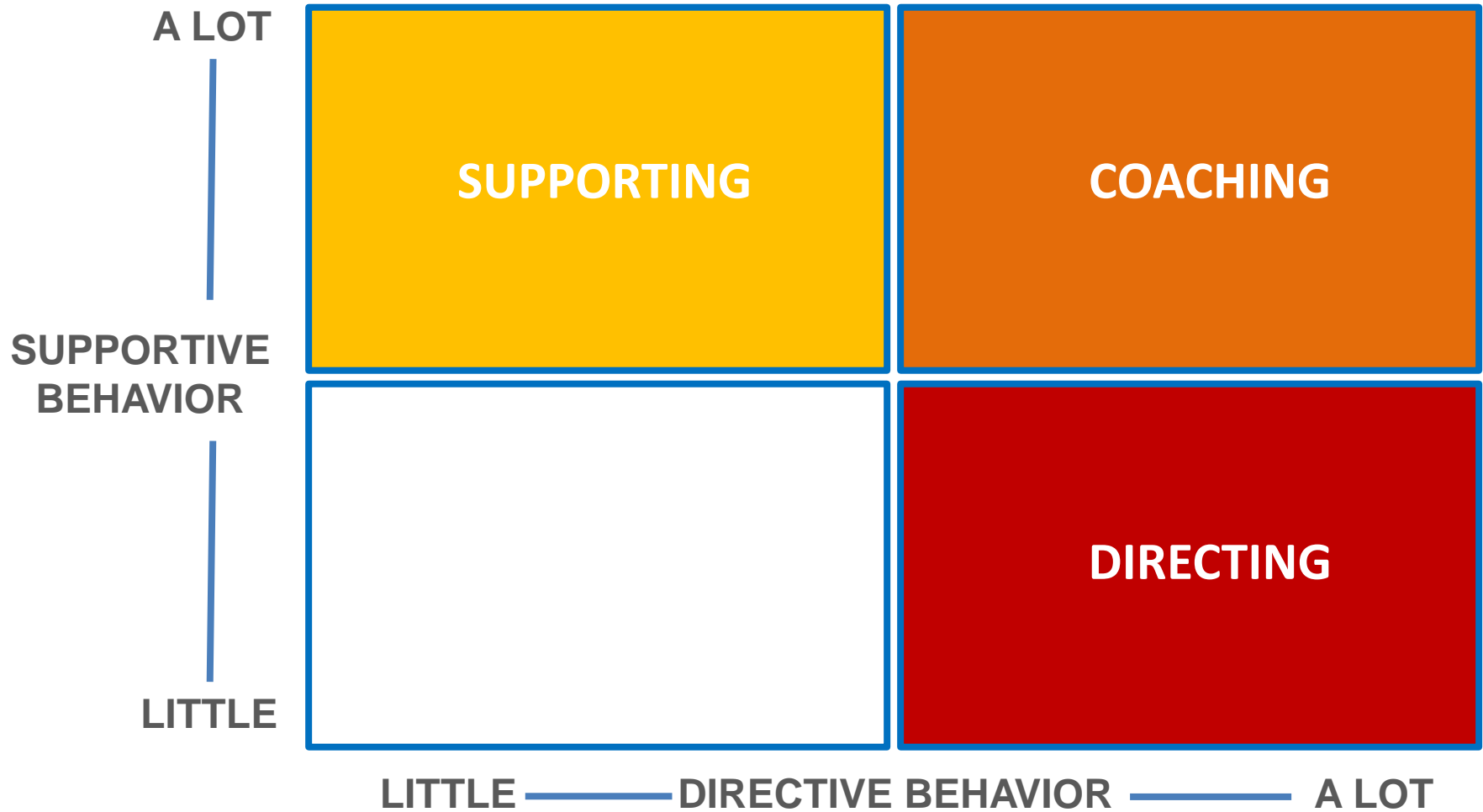


**LOW COMPETENCE  
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**LOW COMPETENCE  
LOW  
COMMITMENT**

**HIGH  
COMPETENCE  
VARIABLE  
COMMITMENT**



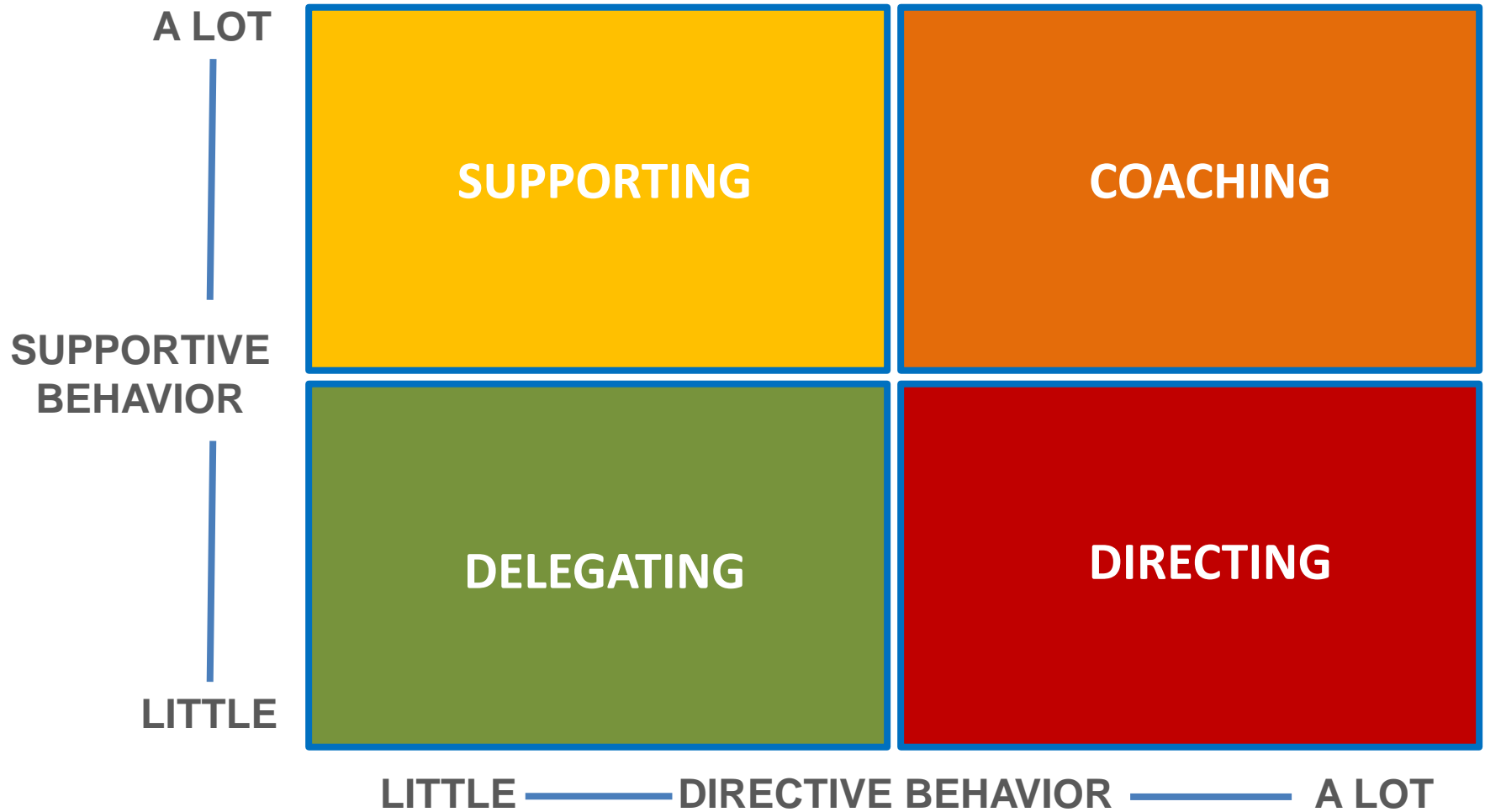


**LOW COMPETENCE  
HIGH  
COMMITMENT**

**LOW COMPETENCE  
LOW  
COMMITMENT**

**HIGH  
COMPETENCE  
VARIABLE  
COMMITMENT**









## Agenda for today

Diagnosis and Treatment

Situational Leadership

Practice

Debrief and Close





## Your Turn!



Experiential Activity #2  
15 Minutes

**Working in teams, read through the scenarios and determine where on the grid each team member falls. Then determine a management treatment to help the team member perform at their optimal level.**

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# Your Turn!



## DEBRIEF



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## What was your biggest “aha” moment?



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See bookshelf

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