



BUILD A CULTURE OF EXCELLENCE

MANAGER EXCELLENCE PROGRAM Q4

BRIDGE
INVESTMENT
GROUP

MEP TRACK – QRTLTY TOPICS

Q1 – Foundations For Success

- Leveraging Effective Communication
- Aligning Leadership & Employee Learning Style

Q2 – Thriving In Leadership

- Prioritizing your Workload
- Establishing a Work-Life Balance

Q3 – Managing Employee Performance

- Coaching for Breakthrough:
Transforming Performance Challenges
- Empowering Growth:
Confronting Performance Issues

Q4 – Elevating Team Performance

- Build a Culture of Excellence
- Retaining Star Employees

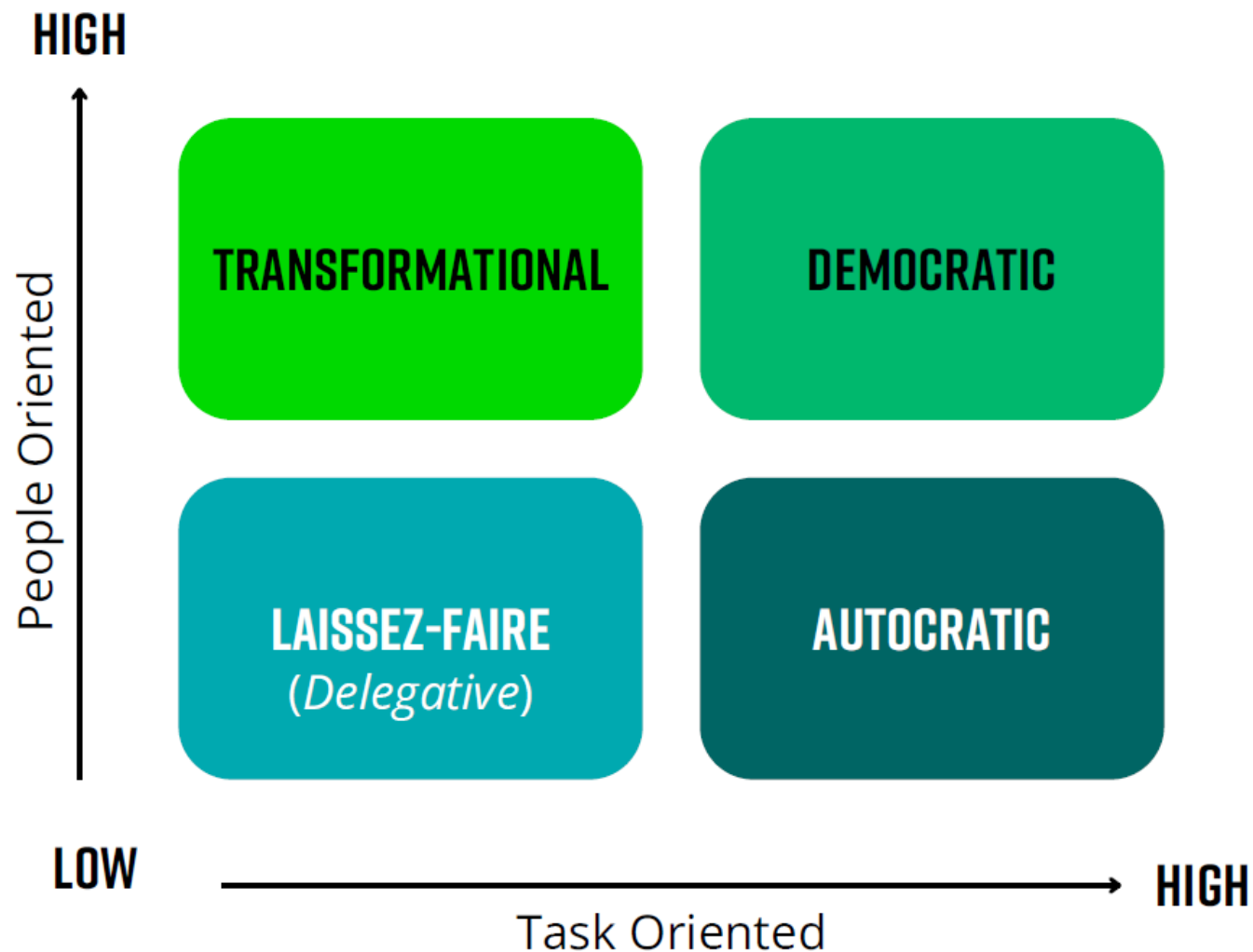
AGENDA:

- **Enhanced Leadership Skills**
- **Effective Recognition Techniques**
- **Facilitating Meaningful Conversations**

RETAINING TOP TALENT




WHAT IS YOUR LEADERSHIP STYLE?



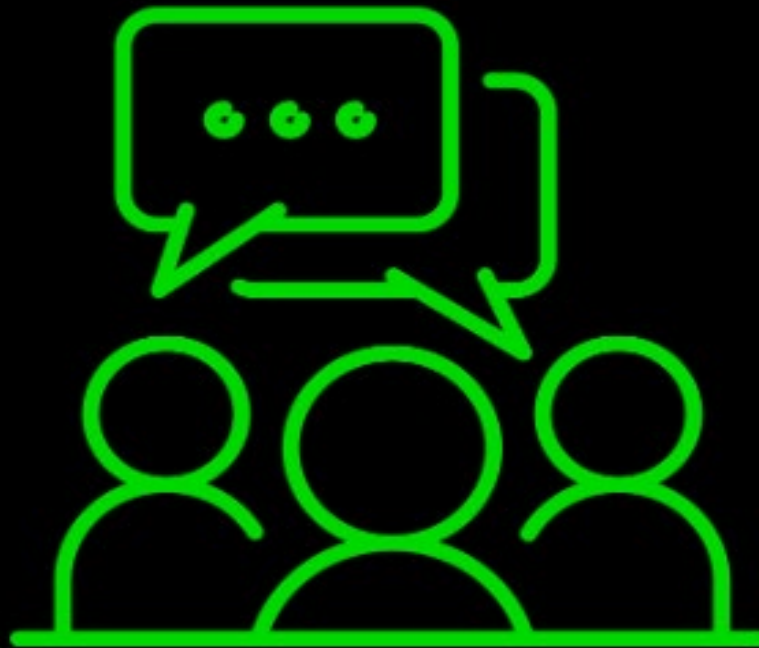
LEADERSHIP STYLES AND RETENTION



COLLABORATION ACTIVITY: 7-Mins

- Turn your camera on 
- Introduce yourself!
 - **What's Next:**
 - Open your workbook to page 3.
 - Match the scenarios with leadership styles.
 - Discuss why the style resonated with you.
 - **Which style is a challenge for you?**
 - After returning to the main session, can a volunteer from each group share which leadership style generated the most discussion?

DEBRIEF: GROUP DISCUSSION



EFFECTIVE RECOGNITION STRATEGIES

Be Timely

- Recognize achievements as soon as possible.



Be Specific

- Explain exactly what the person did.



Make It Personal

- Tailor recognition to individual preferences.



Involve Employees

- Get input on recognition ideas.

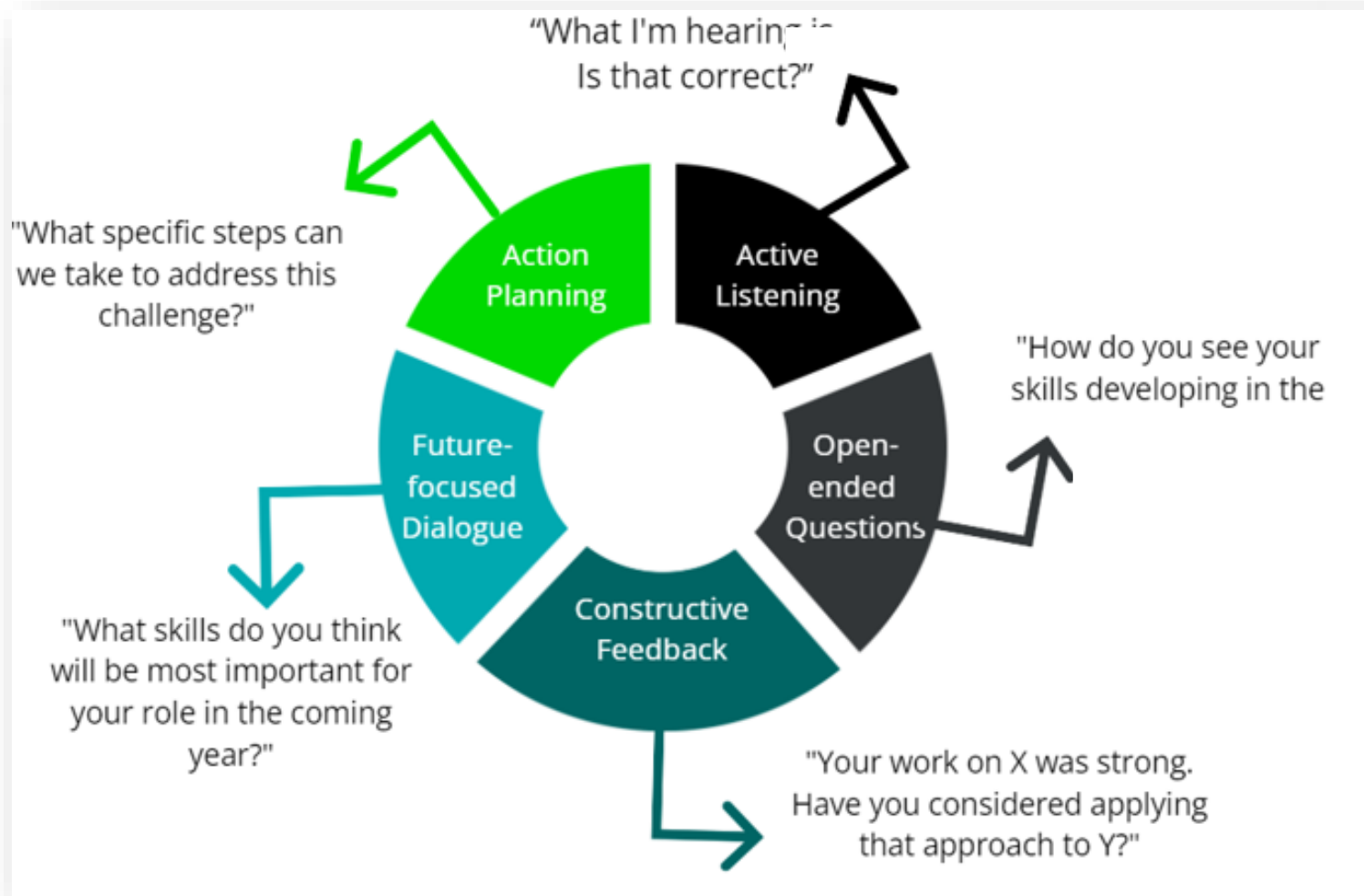


Make It Social

- Share recognition publicly to reinforce behavior.



EFFECTIVE CAREER DEVELOPMENT DISCUSSIONS



WRAP-UP: WHAT WE COVERED



Understanding Leadership Styles

- Transformational: Inspires and motivates employees, leading to higher engagement.
- Democratic: Involves team in decision-making, fostering a sense of ownership.
- Laissez-Faire: Gives autonomy but may result in disengagement without proper support.
- Autocratic: Provides clear direction but can stifle creativity and reduce morale.



Effective Recognition Strategies

- Be Timely: Recognize achievements as soon as they happen.
- Be Specific: Highlight the exact behavior or accomplishment.
- Make it Personal: Tailor recognition to individual preferences.
- Involve Employees: Encourage peer-to-peer recognition.
- Make it Social: Publicly celebrate success in team or company-wide settings.



The Power of Career Conversations

- Regularly check in on employee goals and aspirations.
- Align career paths with company opportunities.
- Show employees you're invested in their growth, improving retention.



QUESTIONS? COMMENTS?

Q4- Build a Culture of Excellence

BRIDGE
INVESTMENT
GROUP

A close-up photograph of a blue award ribbon with a gold laurel wreath emblem. The ribbon is draped and folded, creating a sense of depth and texture. The background is a soft, out-of-focus grey.

RETAINING STAR EMPLOYEES

Q4 2024

BRIDGE
INVESTMENT
GROUP