



Manager Excellence Program Q4
2024 Year-End-Review

BRIDGE
INVESTMENT
GROUP

AGENDA: REVIEW KEY CONCEPTS



Strategies to Improve Communication



Leadership & Learning Styles



The GROW Coaching Model



Understanding Motivation Types



Effective Recognition Techniques



Strategies to Improve Communication

Strategies to Improve Communication



Active Listening



Clarity and Concision



Empathy



Visual



Audio

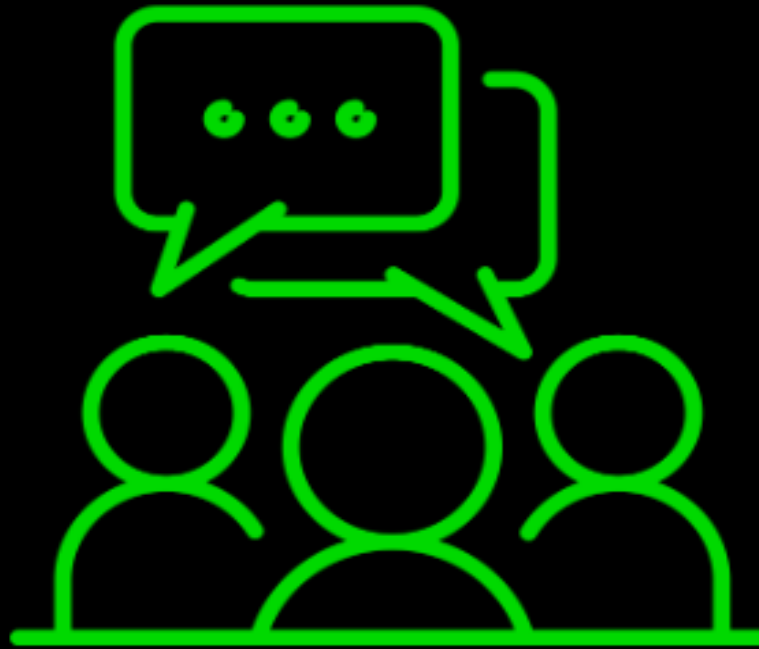


Kinesthetic

Active Listening



DEBRIEF: GROUP DISCUSSION





Leadership & Learning Styles

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Goleman's 6 Leadership Styles

Visionary	Motivates people towards a vision	"Come with me"	Self-confidence, empathy, change catalyst
Coaching	Developing people for the future	"Try this"	Developing others, self awareness, empathy
Affiliative	Creates harmony and builds emotional bonds	"People come first"	Empathy, building relationships, communication
Democratic	Forges consensus through participation	"What do you think?"	Collaboration, team leadership, communication
Pacesetting	Sets high standards for performance	"Do as I do now!"	Conscientiousness, drive to achieve, initiative
Commanding	Demands immediate compliance	"Do what I tell you"	Drive to achieve, initiative, self-control

EVIDENCE-BASED TECHNIQUE





The GROW Coaching Model

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GROW COACHING EXAMPLE PHRASES

G-Goal



What does success look or feel like?

R-Reality



What is happening at the moment?

O-Options



What could you do differently?

W-Will



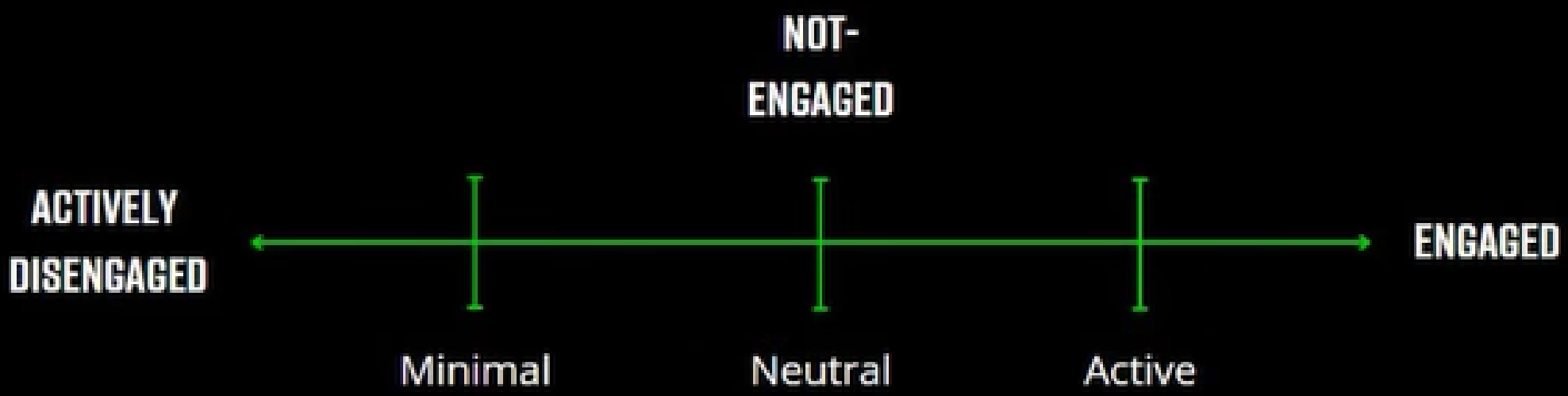
What do you want to do?
When will you do that?

GROW Coaching Example



Understanding Motivation Types

THE THREE TYPES OF EMPLOYEES



Motivational factors

Intrinsic



Curiosity



Problem-solving



Challenge



Recognition



Belonging

Extrinsic



Incentives



Punishment



Money



Praise



Competition

Motivation Types & Learning Styles



VISUAL

- Infographics showing personal growth
- Visual project roadmaps
- Mind maps for autonomous work planning

INTRINSIC

- Visual leaderboards
- Graphical career progression charts
- Digital badges for achievements



AUDITORY

- Verbal feedback sessions
- Podcasts on industry trends
- Team brainstorming for initiatives

- Public recognition in meetings
- Recorded testimonials of successful team members
- Verbal praise for achievements



READ/WRITE

- Written personal development plans
- Journal reflections on work experiences
- Text-based learning resources

- Written performance reports
- Email recognition of accomplishments
- Published articles highlighting achievements



KINESTHETIC

- Hands-on meaningful projects
- Interactive workshops for skill development
- On-site visits to explore new concepts

- Interactive reward systems
- Team-building activities with tangible outcomes
- Role-playing exercises for performance improvement

EXTRINSIC



Effective Recognition Techniques

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AWARDCO



awardco +

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Welcome to Bridge's New Employee Recognition Platform!

We are thrilled to announce the launch of our new employee recognition platform through Awardco. This easy-to-use system integrates with Amazon, a custom swag store, eGift cards, and our traditional service award options. With this platform, Bridge team members can recognize each other's hard work, submit nominations for BIG Star awards, welcome new hires, and celebrate life events and service awards. The point system allows employees to choose their preferred

[Awardco Login](#)

The screenshot shows the user interface of the Awardco platform. At the top, there is a navigation bar with the following items: HOME, FEED, RECOGNIZE, LABS, and SPEND POINTS. On the right side of the navigation bar, there is a shopping cart icon with '250 POINTS' and a user profile icon for 'Samantha Broderick' with an 'ADMIN' button next to it. The main content area features a large image of a brick building with 'BRIDGE INVESTMENT GROUP' signage. Below the image, there is a personalized greeting: 'Good Afternoon, Samantha' with a sub-message 'You have 250 Points to spend'. To the right of the greeting is a search bar titled 'Who do you want to recognize?' with a 'Next' button. Below the search bar is a section for 'Suggestions from My Circle' with a 'Go to My Circle' button. At the bottom left, there is a section for 'Upcoming Milestones' with a search icon.

SKILL #1: MINDSET



WRAP-UP: WHAT WE COVERED



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QUESTIONS? COMMENTS?

Thank you for joining! See you next year!

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