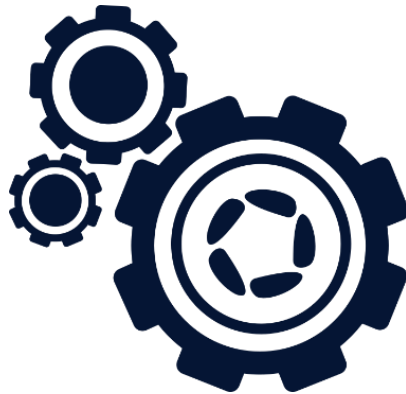




HOW TO **MAXIMIZE** **THE PERFORMANCE** OF YOUR WORKFORCE?

BY DR MOHAMED NISMY, PHD

Certified Leadership Coach & Accredited Advanced
Professional Trainer (CCF|ILM)



To provide you with an alternative view to
look at your workforce and maximize their
performance.



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Dr. Mohamed Nismy is a human resource development strategist, author, accomplished trainer, leadership coach, and management consultant with over two decades of experience.

He has authored ten books on various topics related to leadership and management.

He holds a B.Sc. and M.Sc. in Engineering, an MBA (UK), and an MA (IOU). He completed his PhD at the University of Malaya on "Identification of Talents for Effective Utilisation of People." Presently, Dr. Mohamed Nismy is an Elite Fellow at UM.

Dr. Mohamed Nismy is a certified life coach, executive coach, leadership coach, and an accredited professional advanced trainer (ILM).

With a strong foundation as a Civil Engineer, he has spent twelve years in the Oil and Gas industry, holding key positions such as Quality Assurance Engineer and Strategic Business Planner.

He brings over three decades of experience in community organisations and works, contributing through various roles, including planning, training, and leadership.

The amalgamation of his multi-disciplinary qualifications uniquely positions him to offer transformative training and consulting services to professionals and businesses of diverse backgrounds.

Dr. Mohamed Nismy's specialisation lies in sustainable Human Resources Development, and his expertise spans Strategic Planning.

His impact extends far and wide. He has positively influenced thousands of individuals through training and coaching programs and conducts corporate training programs covering various topics.

Dr. Mohamed Nismy combines academic prowess with practical experience, offering a holistic approach to HR development.



Dr Mohamed Nismy, PhD

B.Sc. (Eng.), M.Sc. (Eng.) MBA, MA,

Elite Lecturer (UM)

The CEO of LMG Consultancy
Certified Leadership Coach &
Accredited Advanced Professional
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MAXIMIZING PERFORMANCE

TRAINING & COACHING PROGRAM

The Maximizing Employee Performance program is uniquely designed to equip supervisory level staff (managers/ heads/ team leaders) with the skills and knowledge to maximise their team's output.

This four-hour program offers a wealth of powerful ideas, tools, and techniques tailored to the specific needs of team leaders, enabling them to achieve their desired outcomes.

People join organisations and teams based on their qualifications. They are paid for their work and provided with all essential facilities to perform their jobs. However, occasionally, you notice some drawbacks in their performance.

- While some of your team members perform well, others hardly reach the minimum expectations.
- Some of your talented employees are sometimes not ready to contribute as you expect.
- Furthermore, some of your enthusiastic staff fail to deliver results.

HOW TO MAXIMIZE THE PERFORMANCE OF YOUR EMPLOYEES?

This program provides key insights to be considered when it comes to human resource utilization.

- You will start to think and work with your people differently.
- You will recognise your leadership role and enjoy your ability to manage people with different work backgrounds.
- Your people will enjoy the best leadership experience with you and start to appreciate you as the **BEST** leader.
- Your organisation will maximise the return on investment on its people.
- You will enjoy your leadership role and continue to become better.



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MAXIMIZING PERFORMANCE

READINESS



Humans tend to decide to do or not do based on their readiness for the assigned task. Failing to understand people's readiness may lead to an unproductive organisation. Those who know the magical formula of readiness lead the organisation effectively. This program teaches you the essential tools and techniques to assess the readiness of your employees to choose the best leadership style.

MOTIVATION

"What's in it for me?" is the driving force that motivates people to take responsibility, progress with determination, and complete tasks successfully. When your employees find the advantages, short-term or long-term, they are happy to contribute. Hence, identifying and aligning employees' motivation with the overall organisation and individual responsibility is a critical success factor.



POTENTIAL



While people can learn and improve certain potential, they also possess a natural potential that helps them to perform well in certain works. Those who understand those natural potentials work smartly and deliver the best. It's your responsibility as a leader to identify your people's potential and utilise them smartly to achieve your business objectives.



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MAXIMIZING PERFORMANCE

WORKSHOP OBJECTIVES:

By the end of this program, participants will be able to:

- Understand the key factors influencing employee performance.
- Identify and assess employee readiness, motivation, and potential.
- Apply effective leadership styles to maximise team output.
- Develop actionable strategies to enhance workforce productivity.
- Create a personalised plan to enhance leadership effectiveness.

WORKSHOP AGENDA

Introduction & Program Overview

- Understanding performance challenges in organisations.
- The role of managers and supervisors in workforce optimisation.
- Setting learning objectives for the session.

Understanding Workforce Performance

- The three key drivers: **Readiness, Motivation, and Potential.**
- Assessing employee readiness for assigned tasks.
- Aligning motivation with organisational goals.
- Identifying and leveraging employees' natural potential.

Enhancing Leadership Style for Performance Maximization

- Leadership styles and their impact on performance.
- Choosing the exemplary leadership approach based on employee readiness.
- Case study: Applying leadership styles to real-world scenarios.

Strategies for Employee Engagement and Productivity

- Tools and techniques to enhance motivation and commitment.
- Creating a culture of accountability and ownership.
- Effective delegation and performance tracking.

Action Planning & Implementation

- Developing personalised leadership strategies.
- Overcoming common challenges in performance management.
- Interactive discussion & Q&A session.



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HOW

to enhance your Leadership Style to maximize the performance of your employees?

COACHING

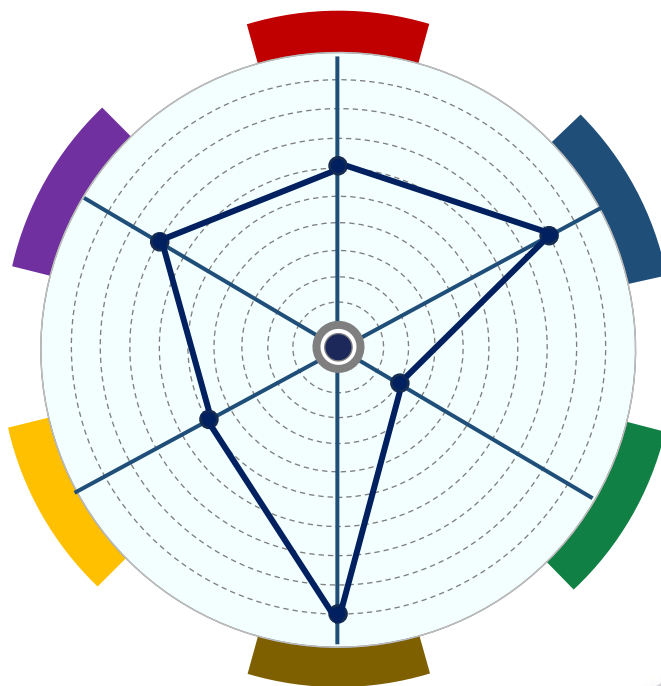


PERSONALIZED COACHING

- One-on-one coaching session tailored to individual leadership challenges.
- Assessment of current leadership approach and performance gaps.
- Development of a personalised action plan for leadership improvement.

EXPECTED OUTCOMES:

- Improved ability to assess and enhance employee performance.
- Increased confidence in managing diverse workforce challenges.
- Practical strategies to implement leadership techniques effectively.
- Personalized roadmap for ongoing leadership development.



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INVESTMENT

Towards a healthy and productive business environment that will benefit all stakeholders.



PROGRAM DESCRIPTION:

- This is a training workshop and personalised coaching program.
- Each participant will have a **60-minute** one-on-one coaching session to personalise the learning and develop an action plan to enhance leadership to the next level.
- This program is for managers, Supervisors, and Team leaders.
- The allowable number of participants per session: **10 – 15** (online & in-person).



Join our transformative four-hour workshop and personalised coaching program to discover powerful strategies for confidently leading, effectively engaging your team, and driving outstanding performance.

Take the **next step** in your leadership journey—empower your team, boost productivity, and become the leader your organisation needs!



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