

Effective Discipline

Involving team members in performance discussions

Effective Discipline, used by managers who involve team members in performance discussions and gain their commitment to behavioral change, can turn a potentially negative interaction into a positive developmental step.

This program helps managers learn effective techniques for addressing problem behavior. Using communication skills, the manager works to preserve the individual's self-respect and encourage the best kind of discipline—self-discipline.

Objectives

Participants completing **Effective Discipline** will be able to

- Use techniques of effective discipline to eliminate problem behavior.
- Communicate in terms of behavior rather than perception or opinions.
- Recognize the importance of team member participation in defining the problems and their solutions.
- Manage the discussion to diminish defensiveness and focus on solutions.

- Issue appropriate warnings consistent with the organization's policies.
- Review performance to make sure the problem is solved.



Offered in Classroom, Online, or Blended Formats.

Classroom Time: 4 hours

Online Time: 1.5 hours

Solution

Dramatically reducing problem behaviors.