

Tech >> Forward

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/** be more **/

20/08/2020



{Building Manager Capability}

@IDC

New Manager Enablement

Ongoing Interventions

EDGE

3-month journey for associates taking up people management role for the first-time

People Manager Essentials

Designed for NEW Walmart Managers as a part of the Core Manager Effectiveness skills - to improve awareness of key people processes.

Values based Decision Making

Values based decision making session supports an environment where leaders have the confidence to utilize good judgment when making everyday decisions for our associates, customers, & business partners.

Competency Building

Individual need based calendarized programs

Building High Performing Team

Simulation based learning which helps managers understand & build effectiveness in **flexing your management style based on different engagement needs of your team members**

Influence Edge

Designed to help managers **strategically plan for influence situations and opportunities**, practice using effective influence behaviors & increase effectiveness in overcoming resistance

Design Thinking

Develop a solid **understanding of the fundamental phases and methods** in design thinking and learn how to implement newfound knowledge in professional work life.

Presenting with Presence

With continual professional feedback, along with constant practice in **presenting with energy and conviction** – this session helps manager express better

A Leader you want to be

6-month journey focused on **communication, stakeholder management & influencing** skills for SME and Product teams

Elevate

Skill-pods focused on building **talent and career conversation capabilities**

Team Management Basics

Team/IDC need based interventions

Let's not talk about it

Series based sensitization for managers on their role in building a **culture which is safe and harassment free**

DAC

Intervention focused on bringing clarity and alignment in team goals

Team Interventions

Interventions based on specific team needs and dynamics

NEW! {++Building Virtual Manager Capability}



{++Building Virtual Manager Capability}

@Global Tech



Very few managers are built like Sam Walton...

and in this new way of working, fit managers will be even harder to come by

It's time to hit the GYM, build workout routines, and develop our virtual management muscles.

Begin with a 4-month virtual gym

A place where our managers from across the globe can meet & “work out” together to develop their virtual management muscles.

3-Pronged Workout Routines

STRENGTH

Build new capabilities through deep-dive on concepts

Immersive Learning Experiences
Byte-sized Reinforcers

POWER

Leverage peer connect & diverse perspectives

Peer forums

ENDURANCE

Use cues to build new habits/routines

Leader stories/Videos
Engaging nudges

Routines focused on



Self-care

Understand the change, build resilience to cope with the change, why self-regulation is important in managing self-brand in virtual context, care for others and team



Recognition

Why recognition is a great enabler in virtual world, how to identify & recognize ownership and accountability to build a culture of empowerment and engagement



Communication

How open & authentic communication builds connect and trust; communication style, channels and strategies that help in fostering collaboration

Guiding Principles

- Managers globally (regardless of geographic location) will develop the same virtual management capabilities through a robust habit-forming learning approach
- Work out routines are a mix of strength, power, and endurance training
- Managers can customize their workout routines (attend/read/participate/use sessions and material) based on their individual fitness requirements and goals

Create your own <m-fit> routine

- Warm Up Sessions, introduction to Virtual Management, in September
- Self-care routine through September and October
- Recognition routine available in November and December
- Communication routine launches in December
- ... and refreshers thereafter

