



## **CRED Managing People Effectively**

**3 February 2026**

**Presenter:** Joe Cheal, Imaginarium Learning & Development

<b>Time</b>	<b>Presentation</b>
<b>09:00</b>	<b>Welcome from TOPRA</b>
<b>09:05</b>	<b>Introduction</b>
<b>09:15</b>	<b>Engaging Your Team</b> <ul style="list-style-type: none"><li>• Best Manager – Worst Manager?</li><li>• Introducing the 3Es Model of Leadership</li></ul>
<b>10:05</b>	<b>Understanding Motivation</b> <ul style="list-style-type: none"><li>• Motivators and Satisfiers</li></ul>
<b>11:00</b>	<b>Tea/ Coffee break</b>
<b>11:15</b>	<b>Understanding Motivation (cont.)</b> <ul style="list-style-type: none"><li>• Individual differences</li></ul>
<b>12:15</b>	<b>Steps to Empowerment</b> <ul style="list-style-type: none"><li>• Developmental Leadership: Key stages</li><li>• Delegating to manage the risk!</li></ul>
<b>12:45</b>	<b>Lunch</b>
<b>13:30</b>	<b>Feedback</b> <ul style="list-style-type: none"><li>• Purpose and pitfalls</li><li>• Best practice: Delivering feedback effectively</li></ul>
<b>14:30</b>	<b>Tea/ Coffee break</b>
<b>14:45</b>	<b>Managing Performance (and Behaviour!)</b> <ul style="list-style-type: none"><li>• Understanding causes and circumstances</li><li>• Having a CLEAR conversation and dealing with 'rabbit holes'!</li></ul>
<b>16:00</b>	<b>Action Review of the day</b>
<b>16:30</b>	<b>Close</b>