

HALF-DAY WORKSHOP

WORKSHOP SEGMENT	ESTIMATED TIME
1. WORKSHOP OPENING <ul style="list-style-type: none">■ Opening statement■ Opening discussion: Miserable vs. Fulfilling Jobs■ Learning objectives and agenda■ Ground rules	15 TO 20 MINUTES
2. THE THREE SIGNS OF A MISERABLE JOB MODEL <ul style="list-style-type: none">■ Discussion: Defining a “miserable job”■ Discussion: The cost of job misery■ Discussion: Responsibility for eliminating job misery■ Explanation and discussion: The Model■ Reflection and brief discussion: First impressions and initial thoughts■ Discussion: Benefits of overcoming the Three Signs■ Quick reflection: “How do you think you’re doing?”	30 TO 45 MINUTES
3. ASSESSING YOUR SUSCEPTIBILITY TO THE THREE SIGNS <ul style="list-style-type: none">■ Participants complete Manager’s Self-Assessment.<ul style="list-style-type: none">○ Individual/partner activity: Manager’s Self-Assessment○ Individual/partner activity: Insights from Self-Assessment○ Quick reflection: Most important insight	35 TO 45 MINUTES

WORKSHOP SEGMENT	ESTIMATED TIME
BREAK	15 MINUTES
<p data-bbox="228 432 651 462">4. OVERCOMING THE THREE SIGNS</p> <ul style="list-style-type: none"> <li data-bbox="269 495 964 525">■ Discussion: How to know whether employees are miserable <li data-bbox="269 548 867 577">■ Individual/partner activity: Team Profile Worksheet <li data-bbox="269 600 708 630">■ Team activity: Actions and obstacles <li data-bbox="269 653 873 682">■ Individual/partner activity: Anti-Misery Worksheets <li data-bbox="269 705 915 735">■ Discussion: Guidelines for debriefing model with teams 	45 TO 60 MINUTES
<p data-bbox="228 823 514 852">5. WORKSHOP CLOSING</p> <ul style="list-style-type: none"> <li data-bbox="269 886 740 915">■ Quick review: Coaching a new manager <li data-bbox="269 938 844 968">■ Individual/partner activity: Personal commitment <li data-bbox="269 991 769 1020">■ Discussion: Following up on the workshop <li data-bbox="269 1043 480 1073">■ Closing remarks 	35 TO 45 MINUTES