



FOR NEW MANAGERS

This is an 'Action Learning' (AL) modular programme - practical, experiential, engaging. Preparation for participants includes completion of MBTI® and FIRO B® questionnaires, and goal setting with their line manager. The programme contains four 2-day programmes, separated by intervals of 1 month. There are a number of elective workshops.

This approach allows for paced and manageable learning, with time to practise new skills. The Action Learning format ensures that delegates bring real issues to work with, allows learning in small groups and is an effective way of being certain that learning is practically applied. A business related Personal Project runs through the whole programme.

As with all development programmes, delegates will need the enthusiastic support of their managers - a half day workshop for delegates' line managers is included.

CORE 2-DAY PROGRAMMES

- *Personal Awareness*
- *Impact and Influence*
- *Performance Coaching*
- *Achieving Results From Complex Challenges*

ELECTIVE 1-DAY WORKSHOPS

- *Dealing with Conflict*
- *Influence and Negotiation*
- *Getting your ideas across*
- *Time Management*

THE BENEFITS

This modular programme is focused on the 'soft skills' of managing people, and will be of particular value to managers who are new to the role. Participants take away a comprehensive and useful manual, set of workbooks and Personal Development Plan. Facilitated reviews build upon the powerful learning from experiential projects.

With its experiential, project based format, delegates learn in ways best suited to their own style, taking away skills that they have explored and practised, ready for immediate application.

