

## New Managers Modular Development Programme Example

All modules can be delivered virtually or face to face usually every two to three weeks. To ensure high levels of interaction, we recommend working with groups of up to twelve participants.

**Pre-Programme consultancy**  
(Engages relevant staff in the learning & builds our understanding of the organisation's objectives, culture & values)



All modules can be delivered over a full day or in 3hr sessions if preferred.



**Learning activities throughout the programme provide opportunities to embed learning & transfer it to the workplace**

- E-Learning
- PROMOTE – Learning Transfer Platform
- Live case studies – reporting & analysis
- Additional subject reading assignments
- Lunch & learn sessions
- Practical 'on the job' activities & reporting on results
- Knowledge checks – quizzes, proof reports
- Online assessments – behaviour, self, team
- Design & produce presentations to demonstrate learning
- Individual 1-2-1 calls throughout

**Other modules you may wish to consider include:**



If you are keen to undertake a modular programme with Phoenix, all participants will have the opportunity to secure an ILM Recognised Certificate which will require them to deliver a short presentation and compile a portfolio of 'evidence' demonstrating how they have applied the learning back at work. This adds greatly to the overall impact of the programme.

