

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 participants in the learning & builds our understanding of the organisation's objectives, culture & values)



Launch Event

30-min online launch event to introduce the programme and outline our expectations to both participants & their managers



Management Fundamentals

- Roles and responsibilities
- Improving self-awareness
- 6 activities of a manager
- Finding time to manage
- Demonstrating accountability and responsibility
- Transitioning from team member to manager
- Building positive habits



Getting the most out of your teams

- Understanding & applying different leadership styles
- Results vs behaviours
- Maintaining motivation in a diverse team
- Designing individual motivation strategies
- Creating the right conditions for high levels of engagement
- Dealing with underperformance



Communicating with confidence

- Holding meaningful 121's
- Running effective meetings
- Setting and tracking goals and targets
- Delivering feedback
- Get buy-in to individual or team changes
- Handling challenging conversations with confidence
- Communicating with a hybrid team



Developing your people

- Recognising your responsibility for developing your people
- Effective delegation
- Building high performing teams
- Planning and prioritisation
- Training, coaching and mentoring
- Applying the right development tool to any given situation



Review Session or Presentation Event (optional)

An opportunity to demonstrate the impact of the learning and / or overcome any unique challenges the participants have faced since the initial programme.

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



Learning activities throughout the programme provide opportunities to embed the learning & transfer it to the workplace. These can include:

- 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:

Coaching skills

Impact & Planning & organisation

Challenges of hybrid management

Recruitment & managing change



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.

