

# Modular Management Development Programme Example

Pre-programme consultancy - this helps engage participants in the learning & builds our understanding of the organisations objectives, culture & values

## Launch Event - 30mins (virtual)

Online launch event to introduce the programme & outline our expectations to both participants & their managers

All modules will run over ½ day,  
usually every 2-3 weeks

## Motivation & Engagement (½ day)

- 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

This programme will be supported  
by our online learning transfer  
platform **PROMOTE**

## Developing your People (½ day)

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

## Management Essentials (½ day)

- Roles & responsibilities
- Assess existing skills & any potential strengths & weaknesses
- Improving self-awareness
- 6 activities of a manager
- Finding time to manage
- Demonstrating accountability & responsibility
- Building positive habits

Max 12 per group to ensure  
high levels of interaction

## Leading High Performance (½ day)

- Holding meaningful 1-2-1's
- Setting & tracking goals & targets
- Delivering feedback
- Get buy-in to individual or team changes
- Handling challenging conversations with confidence
- Communicating with a hybrid team
- Dealing with underperformance

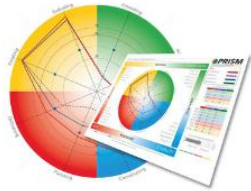
## Review session or Presentation event (optional)

An opportunity to demonstrate the impact of the learning & share any unique challenges or individual success stories since the initial programme

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



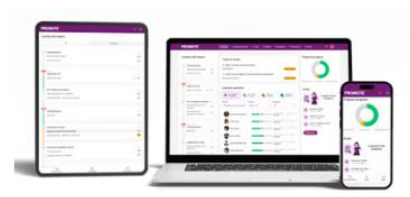
e-learning, knowledge checks & quizzes



Online assessments - behaviour, self, team



Written resources & reading recommendations



Practical 'on the job' activities & reporting on results

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

**Coaching skills**

**Impact & influence**

**Planning & Organisation**

**Challenges of hybrid management**

**Recruitment & selection**

**Leading & managing change**



If you decide to undertake a modular management 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