

New Managers Programme Overview

Pre-programme consultancy - this helps engage participants in the learning & builds our understanding of the organisational 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

Getting the most out of your teams (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
- Dealing with underperformance

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 Fundamentals (½ day)

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

Max 12 per group to ensure
high levels of interaction

Communicating with confidence (½ day)

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

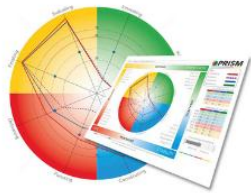
Presentation event (optional)

An opportunity to demonstrate the impact of the learning & share their individual success stories

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



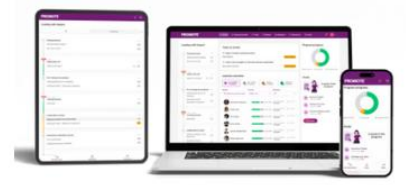
e-learning, knowledge checks & quizzes



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