



LEADERSHIP FOR NEW MANAGERS™

(A 3-day 'Leadership for New Managers' based - Skill Enhancement Course)

SYNOPSIS

This course is designed with a specific focus on the dilemmas of the New Manager. All too often, an excellent Technical person, performing effectively, is promoted into a Managerial position only to run into troubled waters. Typically the role of the manager demands skills and competencies of a very different nature from those of the individual contributor. The average person, when she/he gets promoted to Manager-ship is unprepared and simply does 'more of the same' things that they did as individual contributors. This is counter-productive. **Like the propeller of a sinking ship, it is the very things that drove their success as individual contributors that will drive their failure as Managers, if they continue to do them.**

SCOPE

The program is targeted at individuals who have recently become responsible for the work of others or who intend to do so in the near future. A willingness to give and receive feedback about work style is essential to success in this workshop. The philosophy and methods on which this course is based are from the author's book, 'Leadership for New Managers'.

METHODOLOGY

The anchor of this workshop is the Work Style Analyser©, a self-report instrument used extensively in Europe and Asia to help people identify positive working styles and focus on areas for development and change. The instrument gives the individual feedback on five profiles: Work Style, Motivation, Teamwork, Willingness to Change, and Learning Style.

TYPE OF INTERACTION

Role-plays, personal experience sharing, dialogue, confronting with care and small group meetings are features of this workshop. Sharing of personal challenges, giving and receiving feedback, willingness to look at oneself and help others look at themselves, all create a spirit of openness that leads to learning with joyfulness. It helps participants transcend, the often difficult, boundary between cognitive learning and 'hands-on feel' of what the new way of doing things, is like.

SAMPLE MODULES

- Understanding own Work Style (Work Style Analyser©)
- Giving & Receiving Feedback: Active Listening
- Meeting Facilitation Skills: Meeting Structure, Dialogue, Action Orientation
- Decision Making & Problem Solving: Tools & Techniques
- Managing Conflict: Using Conflict as a source of creating commitment