

Introduction to Management

Organic management team growth is common, via the promotion of technically competent or high-performing individuals. Promoting people from within can ensure cultural alignment, but often falls short when considering the skills required to manage others effectively. Where have valued team members moved from delivery to people management but with limited skills training? How might your managers benefit from developed skills and confidence?

This programme introduces the fundamental principles that underpin robust and supportive management practices, providing participants with clarity on the responsibilities of the role and how to balance management and technical delivery.

What is Involved

This two-day programme provides participants with the comprehensive skills and knowledge required to manage effectively, while developing renewed confidence in the role.

- What does it take to be a modern manager?
 - Mindset and skills
 - Moving from contributor to manager
- Goal setting
 - Team objectives
 - Individual goal setting
- Communication as a manager
 - Communication styles
 - Messaging
 - Non-financial motivators
- Performance management
 - Developmental feedback
 - Effective praise
 - Team and one-to-one support
- Peak performing teams
 - Achieving shared ownership
 - Establishing clear roles and responsibilities
 - Developing trust
 - Harnessing fun and energy

Who Is It For?

This programme is suited to those new to a management position or those currently in a management role with little formal training.

Outcomes

Participants will leave the programme with renewed confidence in their skills and ability to:

- Balance the role of contributor and manager
- Identify (and flex to) the developmental needs and requirements of individual team members
- Shape an individual management style
- Demonstrate a solid understanding of:
 - The fundamental principles of effective management
 - How to balance the technical requirements of management with the ability to support and develop others
 - How to manage team performance with energy and efficiency