

## New Manager Programme

Developing outstanding managers is a priority for any business and transitioning from being an individual contributor to a manager is not just about learning new skills but requires a major shift in thinking.

The challenge is even greater when taking on management responsibilities within the same organisation. The peer group that provided you with a support network may have become direct reports and you will need to build new relationships right across the organisation.

Your boss will expect more from you, your team will be cautious, and your new peers will be watching to see how you adapt.

The New Manager Programme will help you prepare for this and take the necessary steps to be successful.

You will identify the common pitfalls, build new skills, and establish your authority early on so that you create an environment where you will get the best from yourself and your team.

### THE PROMOTION CHALLENGE

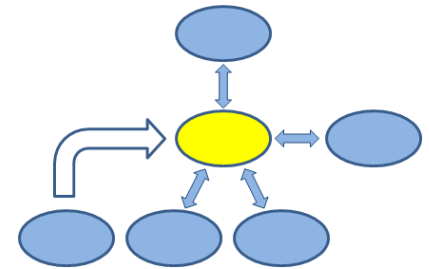
Once the excitement has worn off, you will need to face the reality of your new role. All your previous relationships within the business will need to be redefined and you have to move quickly to establish yourself within the management hierarchy.

There are some key actions that you need to take if you are to avoid the common pitfalls and build a successful career as a manager or supervisor. Your biggest challenge may be re-engineering your existing relationships, it may be establishing your authority, or it may be stepping away from the front line. Taking the right steps early on can make the difference between success and failure—not just in the short term but in your future career as a manager and leader.

Our New Manager Programme will help you

- Establish authority
- Build a support structure
- Engage the team
- Avoid common pitfalls
- Develop an effective management style

This programme includes a range of tools, exercises and face to face coaching sessions. Additional support is provided over a three to nine month period. See Programme Pricing for details.



### PROGRAMME PRICING

<b>Premier</b>	An initial 90 minutes face to face session, followed by four 30 minutes telephone sessions to create an immediate impact and build momentum.	<b>£515</b>
<b>Premier Plus</b>	A sustained programme of change starting with a 90 minute face to face session, then six telephone sessions over a 4 to 6 month period (two 60 minute sessions and four 30 minutes).	<b>£740</b>
<b>Elite</b>	A comprehensive coaching programme with an initial 2 hour face to face session, supported by two further 1 hour sessions face to face and six 30 minute telephone sessions over a 9 month period.	<b>£1060</b>

Pricing includes a 30 minute introductory call to agree scope and objectives, all coaching sessions, standard materials and ad-hoc email support. Travel and materials purchased specifically for the client are charged at cost.

### MEET OUR COACHES



Justin McCarthy is an experienced coach with a background in learning & development. After a successful career with the prestigious Mars, Inc., Justin held a number of roles at a large US software company, including head of European Training. Justin specialises in career development and training.



Kate Devos specialises in coaching Executives and Sales Professionals. Her clients benefit from her direct approach and make huge strides in their performance and progression. Kate has worked for many years in sales and business development, managing large and complex global accounts.