



## Developing the New Manager: Coaching for Fundamental Leadership Skills

Recognized for their achievements as an individual contributor, employees who are promoted into management positions for the first time face numerous opportunities and challenges that require a new repertoire of skills they have rarely, if ever, used in the past. Our new manager coaching package provides a safe, confidential, one-to-one environment for new managers to build their leadership and management skills, trouble shoot challenges, consider options, and develop plans to help them succeed in their new role.

### Outcomes:

Our new manager coaching focuses on developing skills and behaviours in the following areas:

- Managing performance and setting clear performance goals with team members
- Motivating and inspiring the team towards common goals
- Building trust and rapport with the team
- Communicating fairly, openly and regularly
- Being decisive and prepared to make tough decisions
- Identifying team member strengths and building on those
- Delegating effectively
- Rewarding and recognizing team members – celebrating successes

### Content Overview:

Leadership Self-Assessment – participants take part in a leadership self-assessment tool that provides a basis for the start of the coaching experience.

Team S.W.O.T. Analysis – This activity focuses on getting the new manager to focus on the team's strengths, understand their weaknesses, leverage opportunities and minimize threats.

Bi-Weekly Goal Setting/Coaching Sessions

### Program Details:

**Number of Sessions:** 12 one-on-one - 1 hour coaching sessions (2 per month for 6 months)

**Frequency:** Bi-weekly – typically conducted by phone or Skype – new managers can be located anywhere in the world.



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Making a Difference

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