

Developing New Managers

Effective management is essential to organizational success, yet new managers are often expected to perform without the training and support needed to lead confidently. This workshop equips new and emerging managers with the foundational skills, mindset, and tools required to transition successfully into management roles.

Participants gain clarity around the responsibilities of management and learn practical approaches to leading people, setting expectations, and supporting performance. By focusing on development, accountability, and growth, this workshop helps organizations strengthen morale, retain top talent, and build a strong pipeline for future leadership and succession planning.

Workshop Objectives:

- Understand the role and responsibilities of effective management and how they differ from individual contributor roles.
- Apply foundational people-management skills to lead teams with confidence and consistency.
- Set clear expectations and performance standards that align with organizational goals.
- Develop and support employees through coaching, feedback, and growth opportunities.
- Strengthen communication and decision-making skills essential to the manager role.
- Recognize the importance of talent development and succession planning in building organizational strength.
- Establish a leadership mindset that promotes accountability, engagement, and long-term success.



Course Outline:

Module One: Getting Started
Module Two: Managers are Made, Not Born
Module Three: Create a Management Track
Module Four: Define and Build Competencies
Module Five: Managers Learn by Being Managed Well
Module Six: Provide Tools

Module Seven: Provide Support
Module Eight: Identify Strong Candidates Early
Module Nine: Clearly Define the Management Track
Module Ten: Empower New Managers
Module Eleven: Provide Growth Opportunities
Module Twelve: Wrapping Up