

Transforming New Managers Development for people new to line management

This programme is designed for people who are newly promoted to a position where they have supervisory or line management responsibility for other staff. They need to start to understand about leadership, motivation, and delegation. They need to improve relationship skills and develop particular skills such as running meetings.

The programme starts with the personal profiling of each participant to help them to understand their own leadership style and to start to develop skills in understanding and mapping the personalities and motivational needs of others. For this we use Insights® Discovery or Myers Briggs MBTI®. Participants develop coaching skills because coaching methods are used to embed learning.

In between sessions participants are required to use the skills learned and to meet together to review and consolidate learning. The programme can be extended to provide individual coaching to participants after the end of the course.

Topics Covered

- Understanding and mapping personality, motivational needs, and leadership style.
- Approaches to leadership and delegation, and when to different styles including coaching
- Managing meetings, delegation, goal setting etc. – we hone the list with you
- Performance, feedback, and internal customer service

Learning Outcomes

- Understanding of different leadership and delegation styles, such as Situational Leadership®, and the ability to use them appropriately
- Growth in confidence and a support network with other participants
- New skills, such as and running meetings and goal setting.

Additional fees will be charged for the individual profiling tools.

Richard Hovey



Richard has over 30 years experience in business and in the third sector including plc's such as Intel and GEC-Marconi. His SME experience ranges from sales and marketing in the IT sector to CFO of an advertising agency.

In the not-for-profit sector he has held director level and trustee appointments. He has held significant positions in almost every core business function, which means that he can easily relate to the issues that leaders face.

Richard's skills have developed through independent coaching and working as manager-as-coach, so he is able both to develop leaders and to train them to use coaching in their own work. His recognition of the often unmet support needs of

CEOs and directors of smaller organisations has led him to focus on working with people in these demanding leadership roles

Richard values uniqueness and tailors his approach to the individuality of his clients. Underlying all Richard's work is the belief that when people reflect on their experience and understand themselves - their personality, strengths, and ways of communicating -this transforms the way that they live and work as well as building the organisations that they are part of. "To do new things we need to see in fresh ways."