Coaching Programmes for Junior Managers

Recent Promotion from within a Team

The evidence shows that when individuals are promoted into their first management role from within a team it can be very difficult to step up into the role of manager, when only the week before you had the role and colleague, or possibly friend.

Many managers then adopt a management approach based on the experience of past managers. New managers who are confident about their own management style will deliver greater performance and a more engaged team.

This programme has been proven to help new managers "get their feet under the table" more quickly, support them in understand what good management practice is. The programme is also very beneficial to young managers as it gives them a neutral environment to ask the "silly" questions that we often don't dare ask, but need answers to.

The programme may be delivered face to face or remotely where required. Programmes may also be delivered as a blend of face-to-face and remote where required.

Aspects covered in this highly effective programme include

- Accelerated understanding of new role
- Support in understanding good management practice
- The learning of key management skills
- How to manage relationships in the new environment.
- Stepping up to deliver whilst changing management relationships.

The overall purpose of this programme is to give the new manager the skills to improve management ability and at the same time develop a higher comprehension of relationships management and how to get the best out of the people that they now manage.

Who's it for?

Designed for all employees that have been promoted into their first management role, where it is critical that they get up to speed as quickly as possible.

This can include new managers that have been

- Promoted from with their own team
- Promoted across teams
- Taking up their first management role from outside the company

This programme is most likely delivered as part of large volume programmes, but can stand alone if required.