

Coaching Programmes for Middle Managers

First Hundred Days Coaching

A coaching service delivered to middle managers in their first 100 days of starting in their role, whether they are new or have been promoted from within. This programme has been proven by KPMG to significantly decrease the time taken to “get your feet under the table” in a new management role.

When new managers join your organisation from outside, they bring new skills and also bad habits. If they are internally promoted they have existing relationships to deal with. The quicker that they can align to your organisational values, culture and behaviours the more effective they will be as leaders. They will also be more engaged as they fill more comfortable in the new organisation.

The first hundred days coaching programme help your new managers to achieve their full potential more quickly by answering the questions and doubts that they often have in a new role. By working on personal confidence and relationships it will help your managers to develop strategic relationships more quickly and make their team more effective.

This programme supports the new manager into your organisation from outside. It runs for their first hundred days in the role, delivering 6 one hour coaching sessions in that time working on

- Developing personal management confidence
- Getting up to speed more quickly in values, culture and behaviour alignment
- Providing a neutral sounding board to answer the questions we all have in a new organisation
- Improving performance more quickly
- Building strategic and team relationships
- Developing new skills more quickly
- Understanding the role and how they fit in to it

The purpose of the programme is to significantly decrease the amount of time it takes a manager to get their feet under the table.

Programme may be face-to-face or remote depending on the requirement, sessions may also be a blend of coaching or virtual if required.

Who's it for

This one-to-one coaching programme is designed for

- New middle managers who have come in from another organisation
- Managers who have been promoted from within.

How does it work?

