



Developing New Managers

Developing new managers is critical for the ongoing success of any business.

The Developing New Managers course will help participants establish a culture that retains top talent, improves management training and delivers effective succession planning.

The course is a high quality, practical workshop that will give delegates clear guidance and instruction in how to develop key staff to become effective managers that will strengthen the organization.

This course is run by a world class trainer with extensive business knowledge and experience.

Course Objectives:

At the end of this course, participants will have the necessary skills to:

- Discuss strategies for developing new managers
- Understand the importance of defining a clear management pathway
- Determine core roles and competencies for managers
- Understand the importance of continuous development for managers
- Apply the principles of manager development to your own organization



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- 2 Create a Management Track**
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 - Provide Tools
 - Identify Candidates Early
 - Clearly Define the Management Track

- 3 Define and Build Competencies**
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 - Identify Strengths
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 - Provide Development Opportunities

- 4 Managers Learn by Being Managed Well**
 - Pair New Managers with Mentors
 - Reward Effective Managers
 - Emulate Effective Managers
 - Create and Document Best Practices

- 5 Provide Tools**
 - Provide Manuals and Policy Documents
 - Empower New Managers
 - Provide Support
 - Provide Training and Development Opportunities

- 6 Provide Support**
 - Encourage Peer Networking
 - Establish Resource People
 - Encourage Mentor Relationships
 - Establish Regular Check Ins



- 7 Identify Strong Candidates Early**
 - Development Begins Early
 - Identify Candidates Early
 - Identify Candidates Through Reviews
 - Develop Those with Management Goals

- 8 Clearly Define the Management Track**
 - Make the Path to Management Clear
 - A Clear Track Is a Guidepost
 - A Clear Track Ensures Quality Training and Support
 - Succession Planning and Change Management

- 9 Empower New Managers**
 - Making Decisions
 - Asking for Help
 - Support, Don't Micromanage
 - Continuous Growth and Development

- 10 Provide Growth Opportunities**
 - Provide Continuous Growth Opportunities
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