

# FIRST-TIME MANAGER DEVELOPMENT PROGRAM

## BUSINESS CONTEXT ▶

The pace of change and complexity of today's business environment means you have to rely on your emerging talent. Promoting high potentials into their **first-line management role** is essential for strengthening your talent pipeline. However, the transition to a leadership role is a significant step and relies on the individual developing, and knowing how to use, a whole new set of skills and behaviours.

Effectively equipping your first-time managers so they make a successful transition into their first leadership role is not simple, especially when relying on conventional training methods. However, BeyondTheTheory's **First-time Manager Development Program** is an effective, flexible and affordable solution that optimally blends Assessments (individual, psychometric and 360), Individual Coaching, Instructional Content and Online Support, designed specifically for this challenge.

## PROGRAM CHARACTERISTICS ▶

- ▲ **Subject Focus:** Leadership Development
- ▲ **Target Audience:** New Managers and Supervisors
- ▲ **Format:** Blended program (Assessments + Coaching + Web-based Support and Instructional Content)
- ▲ **Duration:** 6 - 8 Months (incl. 8 individual Coaching Sessions)

## PROGRAM COMPONENTS ▶

- ▲ **Individual Assessments:** 4x (Onboarding Questionnaire, Character Strengths, Learning Styles and Leadership Competencies)
- ▲ **Organisational Feedback:** 1x (Onboarding Questionnaire for superior and/or key stakeholders to ensure understanding of organisational culture, development context and feedback requirements)
- ▲ **Personalised Development Plan:** 1x (Co-creation of a personalised action plan that blends the onboarding and assessment feedback and articulates the priorities for development)
- ▲ **Online Training:** 1x (Essentials of Team Leadership webinar)
- ▲ **Individual Coaching:** 8x (personalised phone-based coaching sessions; coaching is performed by a dedicated professional coach; sessions are every 2-4 weeks and are focused on the priorities defined in the personalised development plan)
- ▲ **Online Support:** Secure access to [www.BeyondTheTheory.net](http://www.BeyondTheTheory.net), a feature-rich platform offering a virtual library of instructional content (incl., articles, videos, elearning modules, blog posts, etc.), ad-hoc online coaching interactions (captured in a development journal), and social elearning opportunities with a community of peers
- ▲ **Program Report:** 1x (summary of progress and gaps, list of opportunities for self-development, copies of all assessments and transcript of the development journal, i.e.: entries by coach and the participant)

Understanding your organisation and its constantly evolving needs is crucial to ensure sustainable business results and success.

Streamlining your leaders' effort and energy is a required priority to develop, engage, motivate and retain your human capital.

**BeyondTheTheory's** competency based, leadership development services and solutions will help you achieve this in an **effective, practical** and **affordable** fashion.

## BEYONDTHEORY'S 3 PHASE LEADERSHIP DEVELOPMENT PROGRAM:



### PHASE 1 ▶ ONBOARDING (~1 MONTH)

Initial assessments – individual, psychometric and 360; Organisational/stakeholder feedback, Access to [BeyondTheTheory.net](http://BeyondTheTheory.net); 1-2 Coaching sessions

### PHASE 2 ▶ TRANSFORMING (~4-6 MONTHS)

A dedicated 1-on-1 leadership coaching program built on a personalised development plan; Access to [BeyondTheTheory.net](http://BeyondTheTheory.net); 5-6 Coaching sessions; Ongoing e-based interactions (via the online journal)

### PHASE 3 ▶ SUSTAINING (~1 MONTH)

A comprehensive program report (summary of the development journey + forward-looking suggestions); Access to [BeyondTheTheory.net](http://BeyondTheTheory.net); 1 Coaching session

**BEYONDTHEORY'S MISSION IS TO HELP  
ITS CUSTOMERS IMPROVE THE COMPETENCIES  
OF ITS LEADERS AND INCREASE THE  
EFFECTIVENESS OF ITS TEAMS, ITS BUSINESS  
UNITS AND ITS ENTIRE ORGANISATION**