

EMERGING MANAGERS PROGRAMME

Develop your Emerging Managers into High Performers who deliver on the business objectives while maximising the talents of their teams.

Managers have the responsibility of translating business goals into tangible results which can only be achieved through:

- Ensuring they take full responsibility for goals and overcoming challenges to achieving those goals
- Recognising how to apply best management practices to the specific requirements of their company
- Drawing out optimum performances from their teams
- Adopting the attitude and behaviours of high performing managers

PROGRAMME OBJECTIVES

As a result of this programme managers will:

- Understand their role within their organisations and how to add greatest value
- Identify their personality type and how it impacts on others to either enhance or inhibit performances
- Identify and develop new behaviours to improve their performance and contribution
- Identify effective approaches to “managing up” ensuring strong working relationships are developed and maintained
- Apply key skills to develop strong working teams
- Identify effective communication habits providing constructive feedback and maintaining employee motivation
- Learn to prioritise and manage time effectively reduce stress and improve personal impact

PROGRAMME STRUCTURE

6 Interactive Workshops + 4 Mentoring Sessions to support the application of learning to the workplace = Individuals with:

- Enhanced skill set
- Ability to apply best practices to their company
- Increased confidence
- Demonstrated capability to manage and lead effectively

INVESTMENT

Total Investment €2,820 for the first participant and €1,950 for each additional participant

Cost with 25% Funding Support from HPSU Skillnet:

Net Company Investment €2,115 for the first participant and €1,117 for each additional participant

CONTACT



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Wed 22nd
May 2013

Workshop 1: The Role of the Manager

- Leadership versus Management
- What Great Managers do: developing the *right* habits
- Delivering on responsibilities

Mentor
Session

Mentoring Session (1)

Ensuring the effective application of management skills and supporting participants in overcoming challenges encountered in the workplace.

Wed 12th
June 2013

Workshop 2: Development of Self

- Building successful relationships
- Understanding your manager's priorities and how best to address them
- Understanding self

Mentor
Session

Mentoring Session (2)

Ensuring the effective application of management skills and supporting participants in overcoming challenges encountered in the workplace.

Wed 3rd
July 2013

Workshop 3: Producing a High Performance Team

- Evaluating effective behaviours
- Team Roles & Responsibilities – deliver objectives
- Coaching to improve performance

Wed 24th
July 2013

Workshop 4: Effective Communication

- Motivating employees
- Tracking improvement
- Dealing with conflict
- Developing Active Listening Skills

Mentor
Session

Mentoring Session (3)

Ensuring the effective application of management skills and supporting participants in overcoming challenges encountered in the workplace.

Wed 7th
Aug 2013

Workshop 5: Managing Time Effectively

- Prioritising
- Eliminating the Urgency Addiction
- Taking control

Wed 4th
Sept 2013

Workshop 6: Attitude and Taking Responsibility

- Assess existing behaviours
- Identify required behaviours
- Learn how to develop new habits that will deliver the required behaviours

Mentor
Session

Mentoring Session (4)

Evaluating the impact of changes in behaviours in managing teams and delivering on business objectives.