



Managing friends

Making the transition from peers to manager and managee is one of the biggest challenges for newly promoted individuals. Redefining work relationships and setting shared intentions are pivotal when facing the demands of a new role. This interactive session is for new managers who wish to gain tools and techniques to set new boundaries and flourish in their management career.

Around 2 hours • Face-to-face or virtual • Typically 4-15 participants • Supported by course notes • Interactive

Key course elements

Exploring the manager/managee relationship

- What do employees want from their manager
- A blueprint for effective management

Making the transition

- Explore the challenges of evolving from peer to manager
- Developing your manager brand

Setting new boundaries

- Creating an aligned intention
- Agreeing feedback mechanisms
- Developing ways of working

Creating a plan

- Holding meaningful one to ones
- Using career conversations to engage
- Setting goals to support personal growth and development

Participants will learn to...

- Understand the differing needs and priorities of employees
- Begin exploring their strengths and developments areas in their management role
- Recognise the challenges of making the shift from peer to line manager
- Consider their personal impact as a manager
- Set new and constructive boundaries with their team
- Use two-way feedback to support trust and rapport
- Hold effective one to ones and career conversations
- Set goals which inspire and motivate their team