



# Thinking as a manager

This programme helps participants to understand the roles and responsibilities of a manager. It is designed to help new or aspiring managers to take that step up and position themselves to take accountability for their teams – in short to start thinking like a manager. Participants begin to develop management persona and establish solid grounding for decision making, team development and management communication.

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

## Key course elements

### Building the foundation for strong management

- Understanding the common pitfalls
- Reversing unhelpful habits in management style

### The Unwritten Agreement

- Understanding the expectations that form both sides of the psychological contract
- Identifying areas of personal control and accountability

### Purpose and Consistency

- Developing the team's purpose as a platform for decision making
- Identifying consistent patterns to establish a strong leadership profile

### Personal Management Blueprint

- Understanding style and personal values and the importance of authenticity
- Identifying personal development areas
- Establishing a management action plan

## Participants will learn to...

- Understand the importance of accountability
- Give themselves 'permission to manage'
- Identify the core ingredients of good management
- Understand the existing relationship between themselves and the team
- Develop their own core values as a foundation for decision-making
- Identify some quick wins
- Build a personal development strategy



*"It was really interactive, not just looking at slides/listening to a speaker. It made you reflect on what and how you are approaching things at the moment. Also a really friendly host."*