



New Managers Bootcamp:

Building management and leadership competencies

Practical application help delegates capture and use learning to address challenges within their own management remit

Linked to organisational development priorities

Linked to talent management strategy and performance management system through engagement with line managers

Building confident leadership to drive performance and health



leadership
perspective

leadership
attitudes

leadership
language

leadership
practices



THE WORKFORCE

Employees are clear on the organisation's goals. They believe in the mission and value their role in it. Clear communication ensures better decision-making, task clarity, and feedback. Leaders walk the talk and inspire trust, engagement and right action.

People Zone

Enabling Growth and Development



The Work of Leadership



Leadership brings the organisation's people together to achieve success through three major leadership focus areas:

- Making strategy and giving direction
- Aligning the organisation for executing strategy
- Growing the right culture and walking the talk

Our Leadership and Management development programmes enable the organisation's leadership to explore and develop...

... their work as leaders of the organisation as a whole, beyond their functions and silos

... their ability to lead and influence stakeholders to do the right work, through powerful communication and developing top talent & teams

... their own potential as leaders through personal mastery, becoming more effective and impactful, more energised and focused, healthier and more resilient

People Zone

Enabling Growth and Development



Impact Assessment



INTERVENTION EXPERIENCE

Immediate assessment of quality of the intervention experience, including perceived value

Design supports methods for enhanced learning:

- Coaching from their direct manager
- Business-focused assignments and action learning
- Peer group conversation-based learning processes

INTERVENTION IMPACT ON CULTURE

6 months: measurable difference in managerial behaviour, gauged through a pre-and post-intervention assessment

6 months to gauge future potential effectiveness gains, arising from implementation of recommendations to management on the basis of the programme

MEASURABLE BUSINESS IMPACT

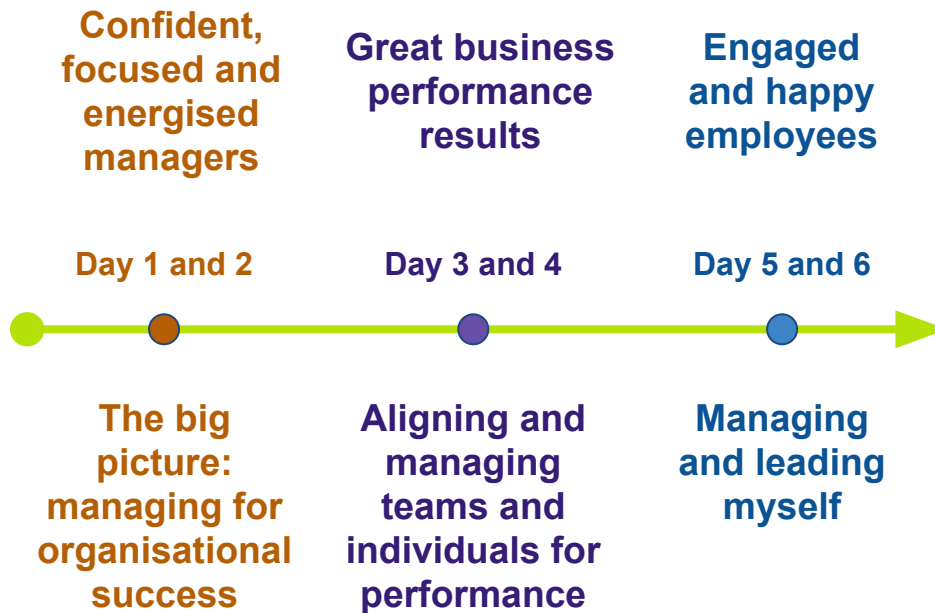
12 – 18 months: business impact of change initiatives;

- impact on employee engagement
- talent management metrics
- business productivity metrics



The New Management Bootcamp:

for New and Inexperienced Managers



Every time I attend I am more convinced that this is the best training I have ever attended. I'm inspired and educated.

Organised, committed, great learning/training techniques with knowledgeable facilitator.



I have learned practical ways to deal with difficult issues within my department.



TSOGO SUN

People Zone

Enabling Growth and Development



Expected Impacts

If we proactively develop the new managers in the organisation, what would the impact be on the following aspects of organisational performance?



Strategy Execution

Gains from strategic clarity, e.g.

- Goals and strategies adapted to context
- Strategic priorities exploit opportunities, manage risk

Operational Excellence

Potential performance gains, e.g.

- Building aligned, self-directed purposeful teams
- Achieving performance targets

Talent Management

Potential talent management gains/risks, e.g.

- Management pipeline/leadership bench strength
- Key talent retention metrics

Organisational Culture

Potential impact on building a high-performance culture:

- Employee engagement metrics



Benefits of Choosing New Manager Bootcamp



Practical, workplace-focused learning

Delegates learn management skills through direct application in the real workplace context and on the real work challenges of the client organisation.

Deliberate and effective behaviour change

The programme enables development of the leadership and management beliefs, attitude and behaviours that is required for the client organisation's success.

Fast results

Delegates complete the entire programme within 6 to 8 months, with changes in competence and behaviour within the first 2 months of the programme.

Rapid implementation at scale

The bootcamp structure, supported by facilitator accreditation in large-scale roll-outs, enables implementation at scale within operational constraints.

Affordable

The programme is priced at the medium-lower end of the market, and, combined with careful consideration of time-out-of-work requirements, promises high ROI.

People Zone

Enabling Growth and Development



Learning & Development Approach



▶ Vertical learning integration – direct reports, and direct managers.

180 assessment conversations and engagement of delegates' managers, ensures support to implement learning in their team environments.

▶ Peer learning through conversations and group work.

Delegates learn together through structured conversations with workplace peers. Additional benefits: building relationships and networks in the organisation.

▶ Practical and relevant learning through real-world application.

Delegates make sense of management concepts and theory within their real-world work contexts, applying learning to their own immediate work and management challenges.

▶ Building a personal management toolkit and knowledge base

Delegates learn to use powerful management tools in context by experimenting in classroom and applying them in the classroom.

▶ Integrated learning across all learning channels

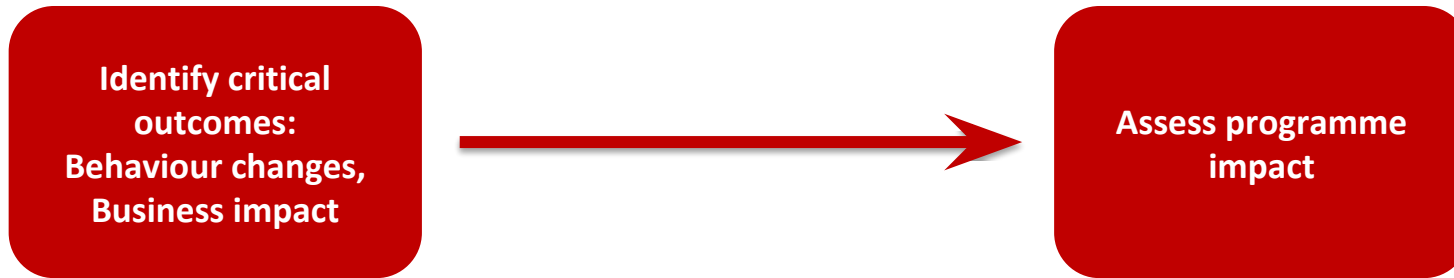
The various components of the programme (from assessments, profiling and self-study to classroom learning to assignments and action learning projects) tie together to develop specific management behaviours.

People Zone

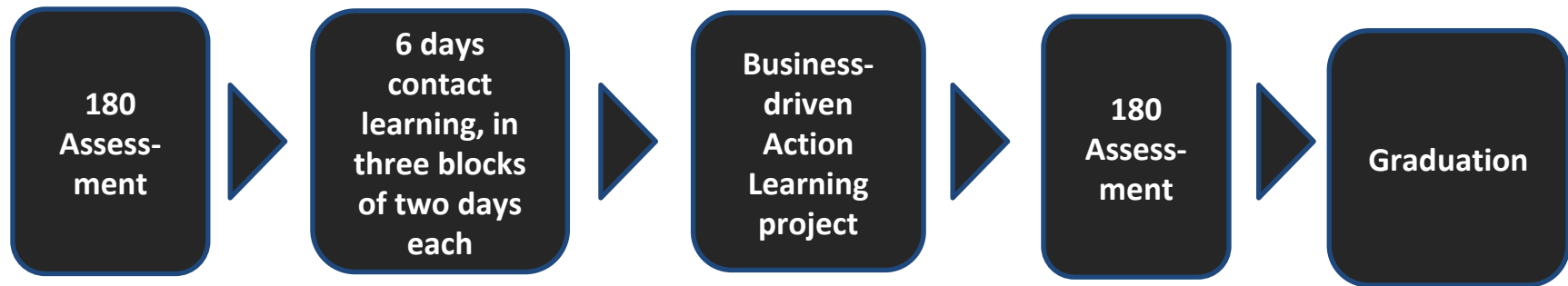
Enabling Growth and Development



Programme Structure



Actively involve new managers' managers in learning process



Quantitative & qualitative readiness & competency assessment

Pre-work (guided self-study)
Group classroom learning
Practical assignment (x3, after each block)

Projects identified by organisational sponsors.
Apply learning from classroom.
Presentation

Assess progress against pre-programme 180

People Zone

Enabling Growth and Development



The 12 Modules

Shaped by co-development of specific components with the client to ensure relevance and practical application to the client work environment.



MANAGING THE ORGANISATION

CONVERSATION 1:
WHAT IS MANAGEMENT AND LEADERSHIP IN OUR ORGANISATION?

CONVERSATION 2:
HOW ARE WE SUCCESSFUL? VISION, MISSION, VALUES & STRATEGY

CONVERSATION 3:
ALIGNMENT & PERFORMANCE MANAGEMENT

CONVERSATION 4:
MANAGING ORGANISATIONAL CHANGE

MANAGING OTHERS

CONVERSATION 5:
MANAGING THE EMPLOYEE LIFE CYCLE

CONVERSATION 6:
ESSENTIAL CONVERSATIONS

CONVERSATION 7:
DEVELOPING INDIVIDUALS – MANAGER AS MENTOR & COACH

CONVERSATION 8:
BUILDING AND LEADING PURPOSEFUL TEAMS

LEADING & MANAGING SELF

CONVERSATION 9:
CHOOSING TO BE A LEADER

CONVERSATION 10:
MY SELF AS INSTRUMENT OF CHANGE

CONVERSATION 11:
RESILIENCE, FOCUS AND ENERGY

CONVERSATION 12:
MOVING ON – MY LEADERSHIP JOURNEY

People Zone

Enabling Growth and Development





Who we are

People Zone was founded by Lesley Adams to deliver a range of high-impact, transformative OD interventions and services, including leadership development, management development, culture transformation, teambuilding and strategic planning for large and small **Civil Society Organisations** and **Non-Governmental Organisations**.

People Zone draws on a network of consultants to provide a coherent, high-quality and consistent organisation development service.

Please contact us for to discuss how we can help you:

www.people-zone.com

lesley@people-zone.com

Skype: lesleypplzone

New Managers Bootcamp is one of a number of interventions developed by Worldview Academy and delivered by People Zone.

Worldview Academy (WVA) is a key partner providing resources which are ideal for civil society organisations and adaptable for any organisational context.

Other interventions include:

- **Nine Conversations in Leadership**
- **Purposeful Teams**
- **Heart of Leadership**
- **Participatory Strategic Planning**
- **Action Planning**
- **Conference facilitation**

People Zone

Enabling Growth and Development

