



BE A BETTER YOU  
*Self-awareness · Knowledge · Know-how*

# MANAGER AND LEADER PROGRAMS

**Statistics support the notion that not everyone is a born manager or leader.**

**It's estimated only around 10% of people are natural born leaders/managers – the rest of us need to learn. From Gallup research, around 50 – 70% of managers and leaders fail within the first 18 months of their new role, whether hired externally or promoted within. 77% of organizations have leadership gaps and 82% of companies have experienced choosing the wrong person to step in to a managerial role.**

Traditional, one-off training experiences don't stick; managers and leaders might find something 'of interest' in the session but even when exposed to something new they don't change anything afterwards because they don't see the need. Change is hard and if there are no consequences for how they currently manage or lead (if it is adequate but not the best they can be) then inertia sets in and nothing changes.

The Be A Better You Leader/Manager programs are customisable according to your business needs, but the underpinning philosophy is the same – developing their peer connections and networks, taking them from a journey of understanding what's driving their desire to be a manager/leader, to self-awareness and acceptance of their current reality and connection to consequences, to recognition and commitment to changing any identified challenging areas of behavior so they can be the best professional versions of themselves and the best managers and leaders of people.



# MANAGER / LEADER PROGRAMS

## Overview

**The Manager/Leader programs are all about people skills; the skills that account for 80% of our success yet we focus on them only 10% of the time.**

Each program has a combination of pre-work, homework, smaller group work, and encourages accountability through a self-identified development action plan that is shared with their own manager.

Content is customized to your business and relevant workshops selected (at least 3).

- ✓ **Pre-work:** Exploring why each person wants to be a manager/leader. This is shared at the first workshop.
- ✓ **Homework:** after each workshop there is homework which must be completed even if someone did not attend the workshop
- ✓ **Support & Challenge Groups:** smaller groups who work together in-between each workshop to support and challenge each other and develop peer networks.
- ✓ **One-on-one Coaching:** At least one session with the facilitator/coach to deepen self-awareness and expand understanding
- ✓ **Optional Psychometric Assessments:** for in-depth self-awareness, Be A Better You uses the Thomas International suite of assessments

## Workshops

**Needs analysis to help you select the workshops your managers/leaders need. EG:**

- ✓ Transition to Management/Leadership
- ✓ What Management/Leadership Means to me
- ✓ Emotional Intelligence for Managers/Leaders
- ✓ How to Give Critical Feedback
- ✓ Tackling Tough Conversations
- ✓ Ten Attributes of a High Performing Team
- ✓ Performance Management
- ✓ Understanding my own Management/Leadership Style and the Preferences of the People I Lead/Manage
- ✓ Expert Communication Skills
- ✓ Coaching with confidence
- ✓ Better Business Writing

With Psychometric Assessments:

- ✓ Understanding Behaviour with DISC
- ✓ My Work Personality Connected to my Career Goals
- ✓ My Emotional Blueprint