

New Managers: Shaping Visionary Leaders

In this 3-hour interactive workshop, new managers will embark on a journey to elevate their leadership capabilities. Participants will explore the fundamentals of leadership, understand their personal leadership style, and learn practical strategies to navigate team dynamics effectively. Through guided discussions, self-reflection, and experiential activities, participants will gain actionable tools to enhance leadership awareness, implement effective leadership strategies, and foster high-performing teams.

Learning Objectives

- Enhance leadership awareness and self-understanding.
- Identify and develop their unique leadership style.
- Understand the stages of team development and their role as a manager.
- Apply practical leadership strategies to guide teams toward high performance.

Content Outline

Mastering the Transition: From Contributor to Manager

- Understanding the shift from individual contributor to manager.
- Exploring fundamental leadership skills for self and team.
- Recognising the importance of leadership awareness in personal and professional growth.
- *Activity: Self-reflection on current leadership strengths.*

Leading with Awareness: Navigating Influences for Effective Leadership

- Identifying different leadership styles and their impact.
- Understanding personal influences on leadership approach.
- Introduction to leadership assessments.

From Forming to Performing: Understanding Stages of Team Development

- Recognising the importance of team dynamics for effective leadership.
- Introduction to Bruce Tuckman's Model of Team Development: forming, storming, norming, performing, adjourning.
 - Roles and responsibilities of a manager across all stages of team development.
- Strategies for supporting team growth, resolving conflicts, and maintaining high performance.
- *Activity: Case study discussion and action planning*