

New Managers Development Programme

Aim of the Programme:

The aim is growth - Your professional and personal growth.

You will build self awareness which will help you to lead confidently.

Using a powerful self assessment tool, Harrison Assessments, you will discover your key strengths and potential de-railers.

You will identify thinking patterns that are holding you back.

This programme combines proven leadership techniques with practical advice to help new and emerging Managers to develop and enhance your leadership and management capability.

This 6 month Development programme combines

A tailored development plan with

1:1 follow up Coaching

3 Workshops.

*** This programme can be adapted to your specific needs and we are happy to do a deep dive and uncover your particular needs

Key Elements of the Programme:

1	Professional Profile Overview Report	Link to online Harrison Questionnaire Assessment
2	Paradox Report	Individual reports giving insights on one's Leadership Competencies & Emotional Intelligence
3	Coaching Sessions	2x 90 minutes 1:1 coaching session with full Leadership Paradox and EQ Reports
4	Training Workshops	3 full-day workshops

Emerging Managers Development Programme

Who Should Participate:

- Emerging Managers
- Newly Appointed Managers
- High Potential Candidates

What will you learn?

- **Self-awareness:** Self-awareness is key to being an effective manager. During this programme you will assess your strengths as a leader using the highly effective psychometric tool, Harrison Assessments. This will uncover your strengths and highlight your potential de-railers in your current role
- Identify the 10 most important Leadership Traits
- Identify your Individual management leadership and communication style - The 10 Leadership Paradoxes
- You will work on your Action Development plan throughout the programme
- Leadership Styles
- Understand what your team need from you
- How to communicate
- How to build a cohesive team

How We Work:



Refreshing and Direct

Bringing freshness and directness to our conversations no matter how challenging.



Energy and Curiosity

Open minded with a focus on solving your problem.



Partner and listen

We ask questions to find out what you want to achieve and craft a relevant solution.

New and Emerging Managers Programme

Topics we will cover:

- Your 'Why'
- Effective communication - How to increase your influence
- Motivating your team -building a team culture
- Creative problem-solving and managing difficult Conversations
- Giving effective Feedback
- Creating a positive environment through change
- Leading and developing your people through coaching
- Managing Conflict and challenging behaviour.
- Personal effectiveness- Time management & achieving balance
- How to connect with your audience - Making impactful Presentations
- Managing upwards - Influencing and Impact skills

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Maureen's training programmes really stand out from the rest. We have worked with Maureen over a number of years and always find her professional, very tuned in and committed to getting our learning outcomes just right.



Dublin Bus

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It was immediately evident that Maureen had a finely tuned ear and an empathy that brought out full commitment and expression from all the participants. A rare and most special skill set. I couldn't recommend her strongly enough.



LIDL

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Maureen delivers training for our managers and the results continue to exceed our expectations. There is a strong focus on the power of good communications. Maureen is a skilled facilitator who I would strongly recommend for this programme.



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