

BUILDING NEW LEADERS: CRITICAL SKILLS FOR FIRST TIME MANAGERS



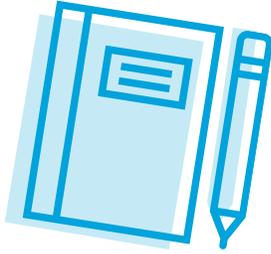
One of the challenges facing organizations today is the impending leadership gap: as the most experienced leaders and managers retire and are replaced by today's middle managers, there is an increasing demand for new young leaders to step up and fill the ranks.

Every new leader at any level must go through a process of assuming authority, establishing communication with direct-reports, and managing workflow. This is a challenging process for new leaders of any age. It is especially challenging for new leaders who are younger and less experienced.



RainmakerThinking's research shows that most new young leaders do not get enough structured guidance, direction, and support in taking on their new management responsibilities. Bruce Tulgan will introduce new leaders to the **“take charge by learning”** approach to standing up as a new leader, providing them with our back-to-fundamentals approach to highly-engaged management.

PARTICIPANTS WILL LEARN:



- How to take on and carry out supervisory, management, and leadership responsibilities
- The fundamentals of highly-engaged management
- How to build relationships of trust so they are not just managing their direct reports but truly leading them
- How to continually cultivate and improve their management skills

TECHNIQUES AND BEST PRACTICES FOR:



- Conducting regular, ongoing, one-on-one meetings with direct reports and senior leadership
- Talking like a performance coach, communicating expectations clearly, and establishing authority as a new leader
- Adjusting management practices to fit the strengths, weaknesses, and personality of each direct report
- Effectively monitoring, measuring, and documenting performance
- Creating “real accountability” based on performance
- Addressing and solving employee problems such as issues with productivity, performance, and personal behavior