



Rising Manager: Support their Potential

RISING MANAGER
DEVELOPMENT PROGRAM

This 10-month Management Skills program is designed for individual contributors who have the potential for management but need to develop the skills to successfully lead the work of others. After completing this program participants will show a marked difference in communication, leading others & building trust. Individual coaching is optional for this program.

Why it Works

- ✓ **COMMUNICATION:** Increased comfort in communicating with all styles & approaches
- ✓ **DIFFICULT CONVERSATIONS:** Better equipped to handle difficult conversations - less avoiding, more direct communication
- ✓ **RELATIONSHIPS:** Build strong, trusting relationships
- ✓ **CONFIDENCE:** Increased confidence in leading others
- ✓ **SELF-AWARENESS:** More self-awareness - better understanding of strengths & how to leverage them

How it Works

10 Group Lessons & Living Labs (2.5 hours monthly)	Goals Set with Manager at Onset of Program	Key Skills Measured Before & After Program	Consistent Manager Support to Help Integrate New Behaviors	Living Labs Ensure Practice & Cement Learning	Partner Work Reinforces Learning & Develops Peer Relationships
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Topics

Communication Skills | 3 Lessons

- ✓ Understand communication style, the styles of others & how to adapt
- ✓ Improve ability to have more difficult conversations effectively
- ✓ Enhance written communication skills

Management Skills | 3 Lessons

- ✓ Learn the 4 key shifts to move from peer to leader & building trust with all stakeholders
- ✓ Enhance ability to give direction, effective feedback & delegate
- ✓ Build confidence in running impactful meetings

Living Labs | 2 Lessons

- ✓ Practicing with partners & in the group

What Makes Participants Successful?

- All participants need to be open to & able to commit 1-2 hours per week to the training, exercises & coaching
- Participants need to have a manager that will support their learning by giving feedback & regular check-ins on goals