



SPECIALIST TO NEW MANAGERS PROGRAMME

FOUNDATIONS FOR EFFECTIVE MANAGEMENT

2 Months | Immersive Learning Experience | Face-to-Face/Virtual





OVERVIEW

Are you finding it difficult to navigate your new managerial role?

Stepping up from a specialist role to a supervisor or first-line manager requires new skills to lead effectively. This programme is designed to assist your transition by providing you with a strong foundation of management as well as practical application of theoretical frameworks and managerial competencies.



WHY OUR PROGRAMME?

We integrate your emotional, spiritual (your purpose) and intellectual and network competencies by developing you as a holistic person to bring your best self to your workplace. This is enabled by mixed learning methodologies which includes the combination of theory with immersive learning experiences.



PROGRAMME OUTCOMES:

- Upon completion of this course, you will be able to:
- Manage yourself and your team(s) effectively
- Develop business acumen and get to grips with the 'how to' of management
- Get a grasp of latest management best practices
- Learn how to create and sustain value in the work that you do by being grounded in long-term vision and purpose



PROGRAMME DETAILS:

- 5 days of training over 2 months
- Face-to-face or virtual Instructor Lead Training (vILT) delivery
- Immersive learning experiences such as simulations, role plays and action learning

PROGRAMME DESIGN

Block 1: Management Foundations

Conscious Self-Leadership

Key elements: self-motivation, discipline, and personal accountability

- Differentiating between leadership and management
- Emotional Intelligence(EQ)and its practical application in the workplace
- Leading with intentionality, purpose and values (i.e. Spiritual Intelligence)
- Setting SMART Goals
- Stress and wellbeing management
- Simulation activity



Block 1: Management Foundation (continued)

Managing and Leading Others

Key elements: developing others, project and performance management, analysis and problem-solving

- Management principles and functions
- Styles of and approaches to management
- Understanding two-way communication and effectively managing others
- Project management: holding team members accountable
- Design Thinking: critical thinking tools for problem-solving and decision-making
- Tools for strategic analysis (SWOT, PESTEL, etc.)

Block 2: The Managers Guide (continued)

Business Principles and Insights

Key elements: Leading a business unit or organisational division and drawing insights

- Digital transformation in business: case studies and analysis
- Understanding and implementing Environment, Social and Governance (ESG) principles and polices in your business



Block 2: The Manager's Guide

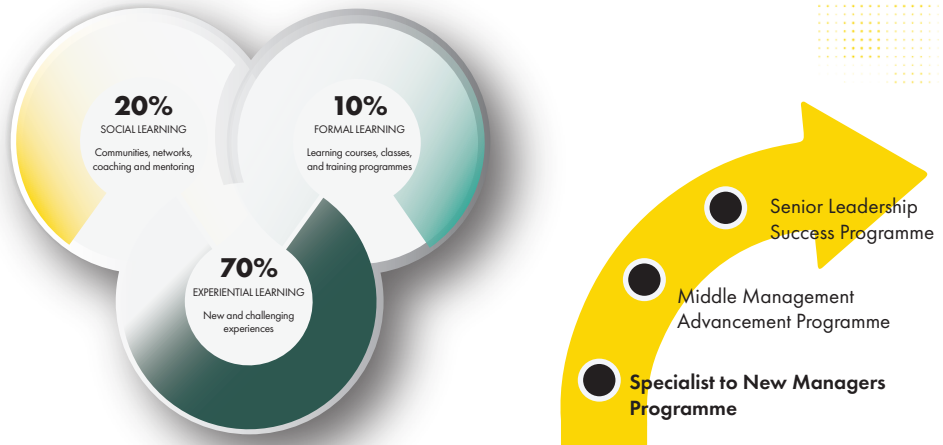
Management Fundamentals

Key elements: business acumen, financial oversight, functional expertise, and driving strategic initiatives across the organisation.

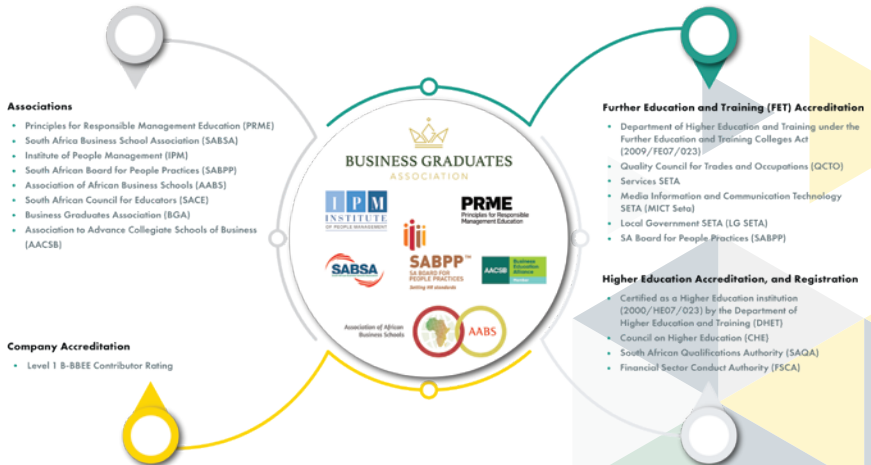
- Human Resource Management
- Introduction to Operations and Project Management
- Setting performance expectations (KPIs)
- Achieving Service excellence
- Setting and achieving targets and business objectives
- Finance basics for first line leaders



LEARNING METHODOLOGIES, ALIGNMENT AND PROGRESSION



ASSOCIATIONS AND ACCREDITATIONS



CERTIFICATION:

- Certificate of Completion from Regenesys Corporate Education

All Regenesys Corporate Education open programmes can be tailored and customised for corporate cohorts

