

“The First-time Manager program helps new managers reach their full potential sooner.”

—Ken Blanchard



FIRST-TIME MANAGER

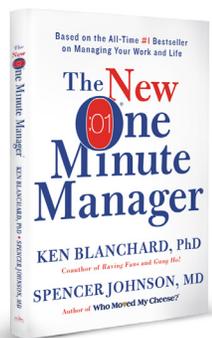
Essential Skills from *The New One Minute Manager*[®]

Becoming a first-time manager is one of the most challenging and critical career transitions. New managers are often chosen from high-performing individuals. These highly proficient doers quickly become struggling new managers, without the methods or skills needed to succeed. The failure rates are daunting.

Blanchard has decided to help first-time managers overcome this challenge by showing them the essential skills they need to get off to a great start.

Based on the #1 best-selling book *The New One Minute Manager*, participants are introduced to the three secrets of successful managers: Goal Setting, Praising, and Redirecting. The program develops those secrets into a conversation framework that is easy for new managers to understand and master.

The program also adds a fourth conversation, Wrapping Up, which is needed to complete the core conversations and help first-time managers boost the engagement and autonomy of their people.



BENEFITS

- Improved success rates for first-time managers
- Improved team productivity
- First-time managers are better prepared for this challenging transition
- Participants have the opportunity to learn and practice the essential skills they need to succeed
- New managers are more centered on and supportive of their team right from the start

THE Ken **Blanchard**[®]
COMPANIES



PROGRAM FORMAT

This is a 6-hour face-to-face workshop, plus breaks and lunch. There are two LAUNCH activities that take about 15 minutes each. The workshop is a fast-moving combination of content, engaging activities, entertaining videos, and skill practice.

After the workshop, participants have access to the First-time Manager Challenge, which guides learners through a set of tasks to practice new skills back on the job. They also have access to workshop videos and worksheets for a full year through the learner portal.

The flexible design of this program can be implemented with no Training for Trainers required.

WHO SHOULD ATTEND?

First-time and established managers, and those considering a transition into management

New managers wanting to increase their leadership effectiveness

Mid-level or new managers or supervisors

LEARNING OBJECTIVES

- Compare and contrast the workplace roles of an individual contributor and a manager, and identify the new mind-set required for making the transition
- Learn the Four Core Conversations based on the secrets of *The New One Minute Manager*: Goal Setting, Praising, Redirecting, and Wrapping Up
- Gain skills needed to boost relationships and work well with others based on our time-tested coaching model: Listen to Learn, Inquire for Insight, Tell *Your Truth*, and Express Confidence (LITE)
- Practice the Essential Skills and the Four Core Conversations using real-work situations

Help your first-time managers get off to a great start and overcome the new-manager challenges by giving them the essential skills they need to balance relationships with results.

For more information, please contact your Blanchard Sales Associate.

Ken^{THE}**Blanchard**[®]
COMPANIES

Global Headquarters

125 State Place
Escondido, CA 92029 USA
From anywhere: +1 760.489.5005
Within the US: 800.728.6000
Fax: +1 760.489.8407

For a list of our offices worldwide, visit
www.kenblanchard.com