Starting Strong as a New Manager Training

Duration: **1 Day**

BILGINC IT Academy
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Moving into a management role is an exciting career milestone, but it also comes with new responsibilities and challenges. **Starting Strong as a New Manager** is a practical leadership development course designed to help first-time managers build confidence, establish credibility, and develop the essential skills needed to lead effectively from day one.

The program focuses on helping participants successfully transition from individual contributor roles into leadership positions. Through interactive discussions, practical exercises, and real-world workplace scenarios, learners will strengthen their abilities in **Communication**, **Performance Management**, **Team Leadership**, **Decision-Making**, **Problem-Solving**, and **Leadership Development**.

This course provides a strong foundation for long-term management success by equipping new leaders with the tools and mindset required to motivate teams, manage performance, and drive positive results.

Prerequisites

There are no formal prerequisites for this course.

However, the following experience may be beneficial:

- Experience working within a team environment
- Leadership potential or informal leadership responsibilities
- Recently promoted supervisors or managers
- Team coordination experience

Who Should Attend

This course is ideal for:

- New Managers
- First-Time Supervisors
- Emerging Leaders
- **Team Leaders**
- Employees preparing for management responsibilities
- Professionals developing leadership skills
- Individuals responsible for leading and supporting teams

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What You Will Learn

By the end of this course, learners will be able to:

- Understand the responsibilities and expectations of a modern manager.
- Build trust and credibility with team members.
- Communicate effectively to guide, motivate, and support employees.
- Apply practical **Performance Management** techniques.
- Deliver constructive feedback with confidence.
- Manage team dynamics and workplace challenges professionally.
- Avoid common mistakes made by new managers.
- Create a personal action plan for ongoing leadership growth.

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Training Outline

Module 1: Transitioning into Management

- Differences between individual contributors and managers
- Understanding management responsibilities
- Leadership expectations
- Building credibility and trust
- Succeeding during the first 90 days as a manager

Module 2: Building Effective Communication Skills

- **Active Listening**
- Clear and confident communication
- Delivering constructive feedback
- Motivating team members through communication
- Supportive leadership practices

Module 3: Leading and Managing Performance

- Goal setting techniques
- Clarifying expectations
- Monitoring performance and progress
- Supporting employee development
- Addressing performance challenges
- Conducting effective performance discussions

Module 4: Managing Team Dynamics

- Understanding different work styles
- Managing personality differences
- Building collaboration and teamwork
- Increasing employee engagement
- Conflict resolution techniques
- Managing difficult situations

Module 5: Decision-Making and Problem-Solving

- Prioritization strategies
- Time management skills
- Decision-making under pressure
- Analytical thinking techniques
- Problem-solving frameworks
- Encouraging team participation and innovation

Module 6: Personal Leadership Development

- Identifying leadership strengths
- Assessing growth opportunities
- Creating a personal development plan
- Continuous learning strategies
- Long-term success habits for new managers

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