

Programme Overview

New Manager Coaching & Mentoring Scheme

People Development Pathway

Overview

There is an extreme learning curve facing all New and Newly Promoted Managers. This confidential and candidate driven scheme has been designed to offer independent support, encouragement and guidance to enable these key Managers to successfully learn how to self manage their own performance, skills development and improve their teams performance.

Who Should Attend?

The scheme is designed for Managers who have taken the first step, from either Graduation or the shop floor, into Management. Specifically for those who have recently taken on responsibility for people management. We would also recommend that Managers who have recently received a promotion to a more challenging position, would gain from the independent support and guidance offered.

Course Content:

Utilising our widely experienced and qualified Management Coaches and Mentors, we will design a programme to suit the individuals concerned. Opportunities will be identified and agreed and the individual Managers will be mentored utilising:

- Face to face meetings
- Email contact
- Telephone support
- External group sessions
- Seminars
- Workshops
- Focused Training
- Supervised Practice

Duration

Each programme will be agreed and mapped during the initial guidance meeting and updated during bi-monthly reviews. However, each mentoring scheme should be programmed for between 3 to 6 months in duration, with close contact being achieved during the early sessions, diminishing as the candidate gains experience and confidence. Bi-annual reviews may be facilitated to ensure the candidates continue to effectively manage their development.