

Give Your  
New Managers  
a Great Start



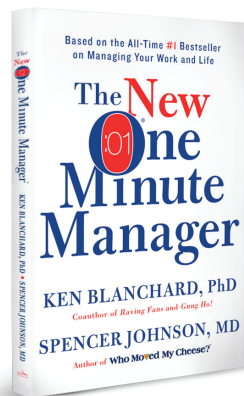
# FIRST-TIME MANAGER

## A Great Start Makes All the Difference

You want your newly promoted managers to be effective leaders and successful from the start. But most of the time, we find new managers struggling and their teams' morale is declining. Soon enough, you start realising that high-performing employees promoted into management lack the skills to be effective managers, which requires a different skillset.

We know what an exciting but also challenging transition it is to become a manager for the first time. For nearly 40 years, we've been training the best managers in the world, so we created a program specifically for first-time managers.

The only one of its kind, First-time Manager builds on the secrets of the best-selling book *The New One Minute Manager*®. First-time managers who receive the necessary tools and training from the start are set up to become leaders who create engaged, productive teams, and drive greater results for your organisation.



### SET YOUR NEW MANAGERS UP FOR SUCCESS



Build Early Momentum



Create High-Performing Teams



Develop Future Leaders

**Blanchard**<sup>®</sup>  
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## Four Conversations Model



## Four Essential Skills



Listen to Learn



Inquire for Insight



Tell Your Truth



Express Confidence

## 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

## PROVEN FORMULA TO BUILD SUCCESSFUL NEW MANAGERS

Implement First-time Manager in your organisation as a 6-hour face-to-face workshop (including lunch and breaks) or in three 2-hour virtual sessions. Both designs include pre-workshop activities, engaging participant materials, videos, and learning activities that teach participants the following key concepts:

- **Manager Mindset** – learn the mindset required for a successful transition from individual contributor to manager
- **Four Conversations Model** – learn a highly effective framework for understanding the conversations needed to manage people and performance
- **Four Essential Skills** – learn how to have purposeful conversations that create positive, productive relationships

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

When your first-time managers have the skills they need to step into their new role, they'll be more centered and their team will be more engaged and productive from the start. Don't let your managers burn out by leaving them to navigate their new role on their own.

## Help your managers reach their full potential sooner—get started today in three easy steps:

1. Decide – we'll help you decide who gets the training and why
2. Prepare – we'll help you order materials and prepare the facilitator
3. Deliver – we'll help you deliver impeccable training at your company

**Contact Blanchard Australia to get started**

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