

First-Time Manager

Essential Skills from *The New One Minute Manager*



Becoming a first-time manager is one of the most challenging and critical 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.

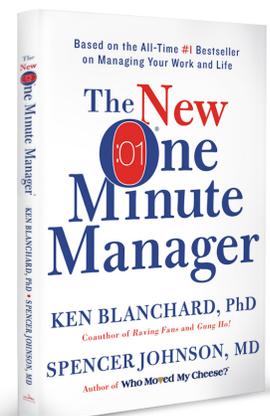
Those given the opportunity to move into management are the very individuals chosen by their organization to be tomorrow's leaders. Yet, they are often left unsupported as they struggle to intuit their way to success.

Blanchard has decided to help first-time managers overcome this challenge by showing them the foundational skills needed to balance relationships with results.

In Ken Blanchard and Spencer Johnson's top-selling book, *The New One Minute Manager*, readers are introduced to Goal-setting, Praising, and Redirecting, three secrets of successful managers. This program develops those secrets into conversation templates that are easy for new managers to understand and master. The program adds a fourth conversation template, Wrapping Up, needed to complete the system and help first-time managers boost the engagement and adaptability of their people. Participants will also learn four interpersonal skills needed to carry out the four core conversations, which also reorient first-time managers toward developing better relationships and more autonomous teams.

"The New One Minute Manager program helps first-time leaders and their people reach their full potential sooner."

—Ken Blanchard



“Almost half of new managers fail in their first year. The New One Minute Manager program will guide your first-time manager not just to survive but thrive in the unfamiliar landscape of managing others.”

—Scott Blanchard

Benefits

- Success rates are improved
- Team productivity is improved
- Better prepared for the emotional challenges of this difficult transition
- Learn and practice the basic skills they need to succeed
- New managers are more centered and supportive of their team

Program Format

This is a 6-hour face-to-face workshop. There are two pre-class activities that take about 15 minutes. 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 through their learner portal to workshop videos and worksheets for a year.

Features

- Abbreviated workshop design with modular options
- Incorporates two types of engaging videos
- Teaches four core conversations based on the secrets of the New One Minute Manager
- Teaches managerial skills needed to develop positive relationships and orient first-time managers to their new challenge
- Clients can roll out this program without certifying trainers

Who should attend

First-time managers and those considering a transition into management.

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