

# RIGHT THE FIRST TING IT

Leadership Skills for First-Time Managers

### **Supervisory Skills for First Time Managers**

The transition from a team member to a team leader is one of the most important transitions that professionals make in their careers because it lays the foundation for the rest of their journey as managers and leaders. Unfortunately, many people are not well prepared for this transition with dire consequences for their organizations and their careers. Those who are prepared manage the transition better and achieve outstanding results as managers.

### The Leadership Challenge

In this opening module, participants will explore the challenges and common mistakes that first-time managers make and the various leadership models and frameworks that can help them overcome these challenges.

### **Leading Self**

Participants will then focus on the skills and behaviours for leading themselves - the basic building blocks of emotional intelligence: self-awareness and self-management, as well as basic skills for personal effectiveness and managing their own careers.

### Leading Others

In module three, participants will practice the skills for connecting with others, communicating effectively, building relationships with others, demonstrating and fostering teamwork and influencing their colleagues, team members and supervisors.

### Leading Results

Participants will then practice the skills for getting results from their teams with a specific focus on fostering effectiveness and ownership thinking; managing performance, creative problem solving and project management.

## Building Organization al Savvy

In the final module, participants will focus on understanding the management systems in their organizations, particularly the role of Line Managers in managing the employee life-cycle and the expectations that the organizations have of them in this regard.

Delivery will involve the use of a number of experiential activities including selfassessments, case studies, reflective practice and role plays, amongst others. Program can be can be further customized to meet the organization's specific needs

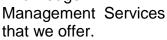
### **About Learning Impact NG**

#### Our Company

Learning Impact NG is a leading provider of organizational learning, strategy consulting and financial literacy solutions in Nigeria. The company was incorporated on the 25th of June 2010 and was founded by Omagbitse Barrow, a youthful and dynamic Investment Banker, turned Human Resources and Learning professional who had spent a decade working at Investment Banking & Trust Company (IBTC) and later Stanbic IBTC Pension Managers and Stanbic IBTC Bank.

We have worked with some of the largest institutions across a variety of industries in Nigeria's private, public and non-profit sectors. In addition traditional classroom training, we are at the forefront of the use of learning technology in Nigeria with our innovative Animated Educational Videos that we have deployed for several institutions; 100% Learning our home-made

Management System with robust indigenous courseware; and our unique EPaper Vendor service and other Knowledge Management Services





### Our Methodology

Based on our proprietary Learning Impact Model, our team of designers and facilitators at Learning Impact NG are focused on ensuring that the impact of all our solutions is sustained beyond the "event" or 'intervention". We pay attention to the following in all our intervention design and delivery:

- 1) Adult Learning Principles;
- 2) Human Performance Improvement;
- 3) The Learning Impact Model;
- 4) Programmatic Evaluation;
- 4) Experiential Design & Delivery;
- 5) Scalability and Impact.

We use case studies, role plays, reflective thinking, scenarios, in-baskets,

individual and group activities, games and host of other experiential learning and discovery-based tools to design and deliver our trainings.



#### Our People

We have a strong internal academy led by Omagbitse Barrow, a prize-winning Chartered Accountant and critically acclaimed workplace learning professional and supported by Regina Makyur, a first-class graduate Economics and a Doctoral candidate in Economics, and Anthony Oni, experienced learning designer. We also tap into the expertise of a wide and very experienced external faculty for our programs, and our Faculty model is

driven bv commitment on ongoing learning and microresearch. learning and a strong commitment to publications and innovation.





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