

TRAINING FOR MANAGERS

The Leadership Initiation

Fears, entry scenarios, team expectations, practical tools



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Same role, different fears

An expert promoted to lead former colleagues. A manager hired from a competitor. A move to another team or a different market. The role is the same. The fears are not.

"They will notice that I don't know the specifics."

"What worked in my last company is the only way I know how to do this."

"The business expects one thing, the team expects another."

For managers, and for the companies that rely on them

Managers who

- ✦ have just taken on their first team and want to start on the right foot
- ✦ are experienced, but have not yet structured their expertise or looked at what is behind their results

Companies that

- ✦ promote experts into management
- ✦ hire managers from competitors or from other markets
- ✦ want new managers to be understood by their teams from the start

Scenarios, fears, tools

Entry scenarios

- ✦ expert becoming a team leader
- ✦ internal move to another team
- ✦ manager hired from a competitor
- ✦ manager hired from a different market

Fears of new managers

- ✦ management skill gaps
- ✦ aligning team and business expectations
- ✦ copy-pasting processes from the previous place
- ✦ hard skill gaps and mastering the specifics

Tools

- ✦ a short "TED-talk" to the team: who you are and how you work
- ✦ communication protocols for 1:1s and team meetings
- ✦ culture of growth versus perfectionism
- ✦ the Leader's Journal

By the end, participants will be able to

- ✦ name the fears that come with their particular route into the role
- ✦ introduce themselves and their way of working to the team
- ✦ set up communication protocols for 1:1s and team meetings
- ✦ bring team and business expectations into one conversation
- ✦ keep a Leader's Journal that supports a culture of growth in their team

Credentials, clients, numbers

Credentials

- ✦ Certified Coach, ICF and EMCC (ACC level)
- ✦ Certified Corporate Trainer, Büro Richter
- ✦ 19 years in HR: recruitment, corporate training, coaching

Delivered for

- ✦ Guest trainer for Accenture and NES Fircroft
- ✦ Trainer and course author at LABA, an international business school, 2018 to 2023
- ✦ LABA's IT Recruiter course is approved by HRCI for recertification credit (20.5 credit hours)

In numbers

200+

managers have taken this programme

1,000+

managers trained over the last six years

9.3 / 10

average participant satisfaction (CSI) across my training programmes

THE LEADERSHIP INITIATION

Order the course

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TELEGRAM [@Nadiia_Nedorezova](https://t.me/Nadiia_Nedorezova)

WHATSAPP [@Nadiia_Nedorezova](https://wa.me/380963399221)

Online or on site. In English, Russian and Ukrainian. Adapted to the context of your company.

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