

New Manager Programme

Helping Your Rising Stars Shine, Rather Than Stumble

Insights for Leadership

The programme provides increased self awareness and invaluable insight into:

- Key personality traits
- Preferred leadership style
- Communication preferences
- Dealing with conflict
- Decision making style
- Personalised development plan



Congratulations! Your shining star has accepted the challenge; they're being promoted to run one of your key sales teams. Expectations are high but you have every confidence they'll step up and make the difference... or will they?

Changing responsibilities and an increased remit, when operating in a pressured environment, can derail even the brightest and best.

Having an independent sounding board that offers a safe, non-judgmental environment can be invaluable in **supporting a successful transition** and ensuring they bring with them the best that they are.

Moving to a new management role brings with it many challenges. Coaching can help your rising star **accelerate their 'time to value'** by helping them explore the new demands of the role; reveal and leverage their strengths; and uncover any potential blindspots.

By exploring their own leadership style, the programme focusses inwards to discover an honest appraisal of strengths and weaknesses in a safe environment.

This learning and insight will help them meet the challenges of the new role with a far deeper understanding of themselves as individuals and as leaders... **a fast track process to success.**

"If we all did the things we are capable of doing we would literally astound ourselves"

Thomas Edison

What to Expect

Using the highly respected Myers Briggs Type Indicator® (MBTI®), the New Manager Programme offers an initial 'Discovering You' review, followed by a structured series of six one-to-one coaching sessions over a 90 day period.

An initial assessment provides insight into personality preferences; strengths and development areas; and explores how these factors influence the way the individual operates in an organisational setting.

Clear goals are then agreed and defined during the session and form the basis of review between the individual and coach throughout the programme. Where new skills are identified as being required additional support and reading can be recommended as appropriate.

At the end of the 90 day period, a 360° assessment is undertaken to gather feedback from peers and colleagues, offering the individual a balanced view and additional ideas for enhancing their performance as they move forward in their new leadership role.



About Me

Unlocking the performance in your people is the single most impactful thing you can do for your business. Their potential is enormous and an early and often small shift in performance can create outstanding results.

My business is about helping you unlock that performance

Whether it's one-to-one coaching, developing leaders, or building strong and cohesive teams, I help drive and inspire incremental value from what you already have.

While the economy remains challenging, achieving more with the same has never been so important.

Working with sales leaders and teams in the technology industry I help them explore their own potential to be the

exceptional individuals they already are.

More Solutions Available:

- Executive Coaching
- Discovering You
- 360° Insights
- Manager as Coach
- Influential Leadership
- Understanding Team Differences
- Winning Through Team Dynamics



Discover More...

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