

## SOLUTION OVERVIEW

The *Managing Success* suite includes:

- The Role of the Manager (transitioning from an IC to a People Manager)
- Building and Restoring Trust
- Communication Skills: Listening and Questioning Skills
- Setting Goals and Expectations
- Giving Constructive and Positive Feedback
- Delegating and Monitoring Work
- Decision Making
- Coaching Skills
- Developing Employee's Capabilities
- Facilitating Decision Making
- Building a Team and Leading Team Meetings
- Career Development
- Negotiating Thru Conflict

Each module presents an easy-to-remember framework, practical examples, and lots of opportunity for skill practice.

# Managing Success

## A management development suite of essential skills

From our thought leader partner **Kelly Dozois** at **Ocean Beach Consulting**



Managing Success is a core management development program that introduces people managers to the essential skills needed to effectively manage individuals and teams.



The program was designed in a way that maximizes interactivity, values experiential learning and focuses on practical takeaways. Rather than being a traditional training event, *Managing Success* views learning as an ongoing process—and therefore the design includes an upfront assessment, partnership with the participants' managers, and post-workshop follow-up.



*Managing Success* is comprised of a series of skill-building modules that maximize flexibility in meeting a client's needs. Modules can be offered as ½ day stand-alone workshops or combined into a 1, 2, 3 or 4-day offering, with the ability to offer modules at any cadence (e.g., consecutive days, weekly or biweekly, etc.), and customize scenarios and content to meet your needs. Modules can be delivered in classroom or virtual environments.



*Managing Success* is targeted specifically to three audiences: first-time new managers, more experienced managers who have never received the foundational skills to excel in their roles, and high potential individual contributors who are on a management career path.



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