NEW MANAGER BOOTCAMP
1 DAY SKILL-BUILDING WORKSHOP

New managers have to navigate a profound shift from being an individual contributor to leading people.

This 1-day program supports new managers with critical skills for effective leadership, including: building trust, resolving conflict, coaching and giving feedback. Based on two decades of experience developing leaders, this 1-day session concentrates Mobius' best-in-class transformational work into a high energy, experiential learning bootcamp that will put new leaders on the road to success.

After this program, participants will be able to:

- Share both appreciative and constructive feedback effectively.

- Bring a solution focus and a coaching approach to business issues raised by direct reports.

- Address conflict skillfully, by drawing out key interests and concerns.

- Bring an expanded emotional intelligent toolkit to their everyday interactions

- Build deeper, trusting relationships across their team.

SAMPLE MODULES

Building Trust
This module introduces four elements of trust (reliability, openness, acceptance and congruence) as well as the difference between self-orientation and attention to "other." Participants track their own strengths and developmental areas for building strong relationships across their teams. Application is made to building trust in difficult conversation contexts and how to repair broken trust.

The Leader As Coach
In this experiential module, participants practice addressing a challenge raised by a direct report. In round one, participants witness a fishbowl demonstration of various suboptimal managerial approaches (micro-managing, problem-focus, etc.). In round two, participants pair up to practice a coaching approach to the conversations marked by open-ended inquiry, summarizing, emotional management, and solution focus conversation.

Feedback For Growth
This module introduces the BIG feedback model. Participants learn a tool for identifying concrete behaviors ripe for either appreciative or constructive feedback, sharing their interpretation of those behaviors and their impact, then structuring a productive conversation for how the direct.