

# NEW MANAGER DEVELOPMENT PROGRAMME

*The most complete & practical leadership development programme for new managers in today's fast-paced business environment*



## THE PROBLEM TODAY

Organisations today face the challenge of reducing their cost, being more efficient, retaining employees and making their customers happy. This is expected of newly promoted managers.

Unfortunately this isn't the case. Training is administered to them when problem happens.

Studies have shown ad-hoc training does not prepare managers sufficiently. Instead a well structured, practiced-based leadership development programme will prepare a new manager well and benefit the organisation by accelerating their learning curve and minimize errors made.



**10%** productivity drag due to ineffective leadership practices



**32%** voluntary turnover due to poor leadership skills



**1.5%** revenue growth achieved through effective leadership practices



**4%** increase in customer satisfaction with effective leadership



## OUR SOLUTION



Our New Manager Development Programme (NMDP) is a comprehensive development programme **targeted at new<sup>#</sup> and potential<sup>+</sup> first-time managers to accelerate their growth.**

Businesses today can't afford for their new managers to take their time to grow into the role. A structured development approach will reduce the time taken to get the new managers ready and become a tool to retain a manager with your organisation longer.

We have designed our programme based on the works of Ram Charan (The Leadership Pipeline), Linda A. Hill (Becoming A Manager) and our vast experience working with more than 1,000 new managers.

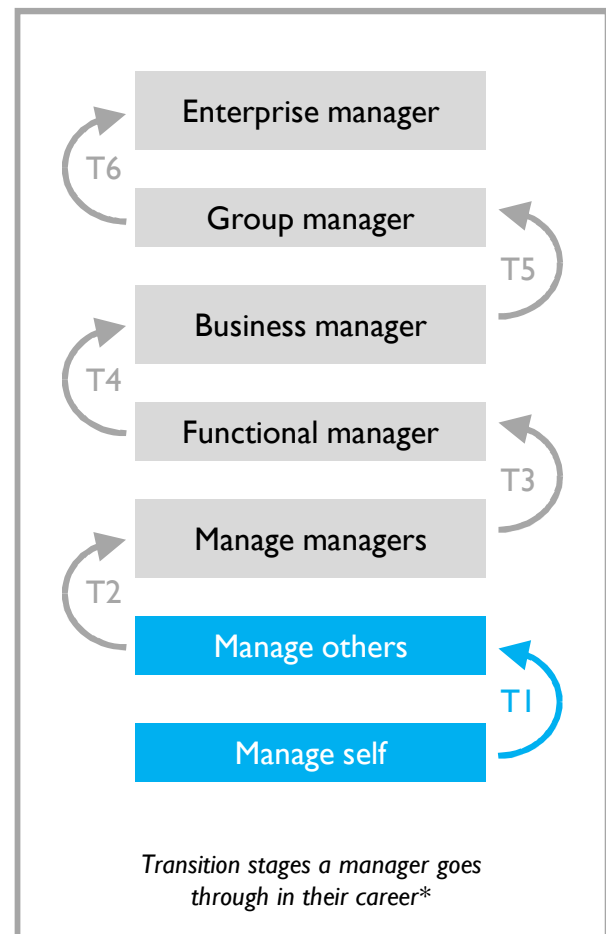
The NMDP will accelerate your manager's growth by:

- ✓ Addressing their transitional challenges from an individual contributor to a first time manager;;
- ✓ Equipping them with critical and fundamental skills to hit the ground running;and
- ✓ Empowering them with skills to prepare them for promotion to the next level.

Our NMDP is designed to be progressive, practical and ultimately create the desired behavioural change in your managers.

We have considered organisational factors such as time, commitment and work load to ensure minimal disruption to your organisation.

We have also taken into account your manager's emotional, physical and psychological factors to ensure high level of buy-in and commitment towards this programme.



<sup>#</sup> less than 12 months in the new role

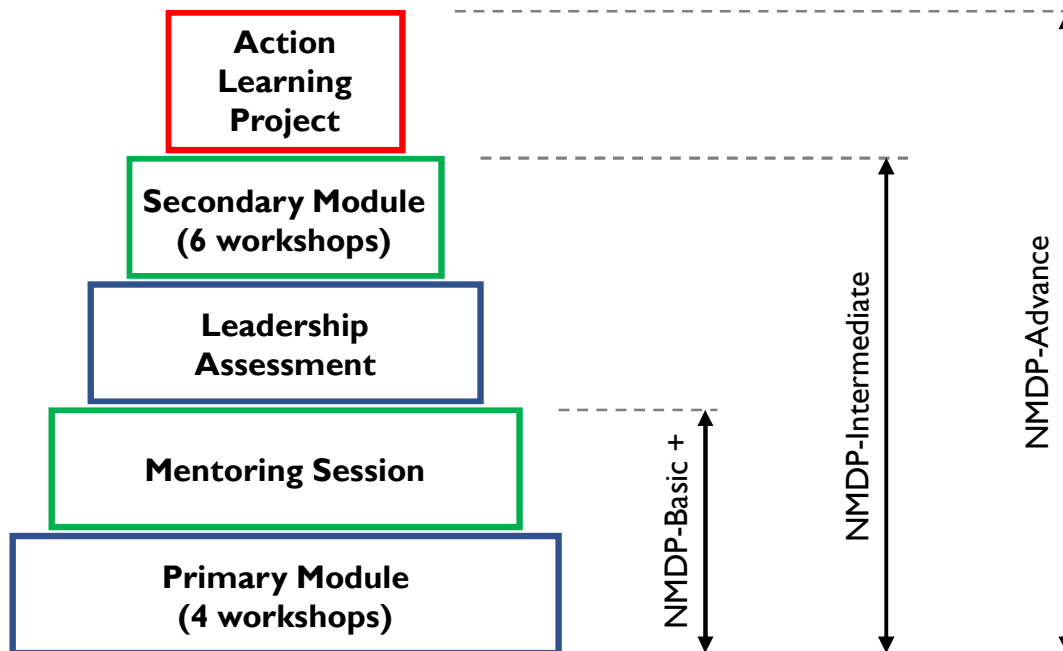
<sup>+</sup> promoted to the new role within the next 12 months

\* Charan, R., Drotter, S. J., & Noel, J. L. (2001). *The leadership pipeline: How to build the leadership-powered company*. San Francisco: Jossey-Bass.



## OUR PROGRAMME DESIGN

Our NMDP is designed to be practical, relevant and tailored to your organisation.



### NMDP - Basic

Equips your managers with critical skills to 'hit the ground running'. The primary modules consist of 4 learning workshops, assignments and mentoring sessions to transfer their learning back to their workplace.

### NMDP - Intermediate

Equips your managers with primary and secondary skills to perform at their optimal level and have their leadership effectiveness measured objectively. The secondary modules consist of 6 learning workshops. You can choose one or all the workshops offered to be packaged in your programme.

### NMDP - Advance

Equips your managers with the skills required to be successful in their new role, measure their effectiveness for continuous improvement and get them to work on a project with business impact.

## OUR PROGRAMME'S UNIQUE ADVANTAGES

- 1) **A single leadership model.** This makes it easy for your managers as they work with one model throughout the entire programme. Having multiple leadership models confuses them, resulting in them spending time trying to remember models rather than applying them.
- 2) **A learning journey.** Your managers will experience the programme as part of their job and not feel as if the workshops are 'additional activities' they need to endure.
- 3) **Participant centric.** While our faculty consist of several facilitators, they will deliver the workshops according to the programme's intended design.
- 4) **Supportive eco-system.** Your organisation and your manager's superior will be involved to ensure they receive support in implementing their learning back to the workplace.



## WORKSHOP MODULE

### Primary Module

Module	Workshop Title	Expected workshop outcome
1	<b>New Manager Workshop</b>	Participants will have a clear understanding of their new role, clarify any misconception they may have and gain fundamental skills to get them started in their leadership journey.
2	<b>My Leadership Signature</b>	Participants will gain a better understanding of themselves and use their strength to shape their leadership style. They will learn to create their leadership vision and presence.
3	<b>Managing Upwards</b>	Participants will gain a better understanding of the challenges faced by their superior and learn the skills required to manage their superior better.
4	<b>Performance Conversation</b>	Participants will be introduced to the performance appraisal basics and process. They will learn the knowledge and skill to perform a successful performance appraisal.

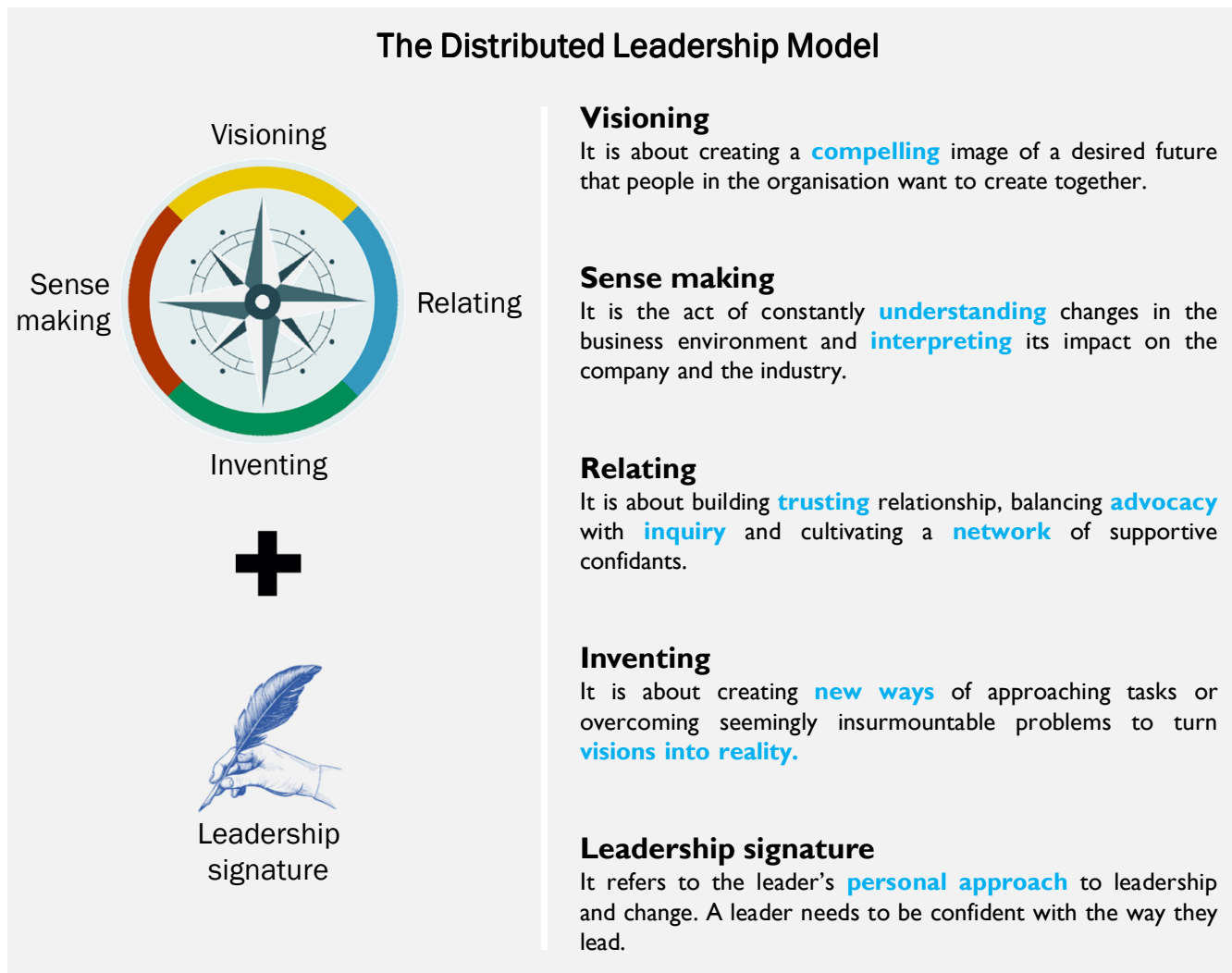
### Secondary Module

Module	Workshop Title	Expected workshop outcome
5	<b>Coaching for Results</b>	Participants will learn skills to increase their employees' capability to perform and be more self-directed.
6	<b>Dealing with Challenging Situations</b>	Participants will learn skills to manage the common challenging workplace scenario.
7	<b>Building a High Performing Team</b>	Participants will gain insights into the 6 capabilities of a high performing team and develop strategies to produce a self-directed team.
8	<b>Business Writing</b>	Participants will gain a good understanding of the various forms of written communication. This will result in better reports, e-mail and proposals.
9	<b>Impactful Presentation</b>	Participants will learn the skills to make outstanding presentation to internal and external stakeholder.
10	<b>Networking for Success</b>	Participants will learn the art of networking with the purpose of elevating themselves and your organisation at networking sessions.





## OUR LEADERSHIP MODEL



The Distributed Leadership Model was jointly created by Prof. Deborah Ancona, Prof. Peter Senge, Thomas Malone & Wanda Orlikowski by synthesising their work with other leadership scholars, viewing leadership as a set of four capabilities.

The leadership signature focuses on the leader's unique way of executing their role.

a) Video interview with Prof. Deborah Ancona on The Distributed Leadership Model  
([YouTube – Stronger together: Building Distributed Leadership](#))

b) Article by Harvard Business Review on the Distributed Leadership Mode  
([Google – In Praise Of The Incomplete Leader](#))

Page 5



## WHAT PEOPLE SAY ABOUT OUR WORK

"I would recommend People Performance to any organisation who wants to build a strong leadership culture and effective development programme."

**HR Director, EVYAP Sabun Malaysia Sdn Bhd**

"It has encouraged me to think more strategically, how to stand up as a leader, how to create a safe environment and how important it is to relate with our team members."

**Manager, Eco World Development Group Berhad**

"The workshop was well conducted. I like the role play, it felt real and relates to my work. He facilitates it very professionally"

**Manager, SP Services (Singapore)**

"Isaac was like a friend – he facilitated the two-day session in a very friendly and relaxed manner. My learning and take away from his session was very good largely due to his creative manner of facilitation – it was fun and not boring at all"

**HR Manager, Energizer Singapore**



## ABOUT US



People Performance is a people & organisation development company. We exist to support our client's growth by developing their talents to support the organisation's growth in a structured and evidence-based way.

Driven by our vision 'To be the trusted Organisation Development partner in shaping corporate community positively', we start the trust building process by listening to our clients first before crafting their solution. We work with our clients based on their current situation and provide practical solutions.

We make it our responsibility to provide timely insight and advice as they make their decisions and we will support their initiatives towards creating a positive corporate community.

We use a variety of interventions to **understand** our clients, **equip** their people and **measure** their success.

We specialise in 3 areas; CULTURE, LEADERSHIP & TEAM.

## OUR CONTACT

Website: [www.ppl-performance.com](http://www.ppl-performance.com)

E-mail: [enquiry@ppl-performance.com](mailto:enquiry@ppl-performance.com)

### MALAYSIA

**PPL Performance Sdn Bhd (976058K)**

Level 19 Menara Shell,  
Jalan Tun Sambathan, KL Sentral  
50470 Kuala Lumpur, MALAYSIA  
Tel: +6 03 2716 7218

### SINGAPORE

**People Performance Pte Ltd (201135241N)**

10 Anson Road, #26-04  
International Plaza, SINGAPORE (079903)  
Tel: +65 9186 5427



## DETAILS OF OUR SOLUTIONS

NO	WHAT'S COVERED	BASIC	BASIC +	INTERMEDIATE	ADVANCE
<b>Participant's Equipping Session</b>					
1	Onboarding		✓	✓	✓
2	Primary module	✓	✓	✓	✓
3	Secondary module			✓	✓
4	Mentoring session		✓	✓	✓
5	Leadership assessment			✓	✓
6	Individual coaching			(Optional)	✓
<b>Participant's Resource Material</b>					
7	Motivational Map™ profiling	✓	✓	✓	✓
8	Behavioural profiling			✓	✓
9	NMDP workbook	✓	✓	✓	✓
10	NMDP journal		✓	✓	✓
11	NMDP folder			✓	✓
<b>Participant's Support System</b>					
12	Leadership framework			(Optional)	(Optional)
13	'Breakfast For Champions' session		(Optional)	✓	✓
14	Participant's progress report		✓	✓	✓
15	Manager's training		(Optional)	✓	✓
16	Periodic review meeting			✓	✓
17	End of programme review		✓	✓	✓
<b>Business Impact Project</b>					
18	Review data & conduct site visit				✓
19	Productivity workshop				✓
20	Project selection & coaching				✓
PROGRAMME DURATION		4 months	6-9 months	12-24 months	12-24 months
EXPECTED OUTCOME		Learn leadership skills	Noticeable behavioural change	Measurable behavioural change	Positive business impact

**CONTACT US**



E-mail: [enquiry@ppl-performance.com](mailto:enquiry@ppl-performance.com)  
Mobile/ Whatsapp: +60 19 3143 911 (MY)  
+65 91865427 (SG)

