



Pakistan Society for
Training & Development

THE **Ken Blanchard**[®]
COMPANIES

"The First-time Manager
program helps new
managers reach their
full potential sooner."

–Ken Blanchard



FIRST-TIME MANAGER

**A Great Start Makes
All The Difference.**



LAHORE

27th February 2018 | Venue: **Lahore**

Time: **9:00am - 5:00pm**

Essential Skills from *The New One Minute Manager*®

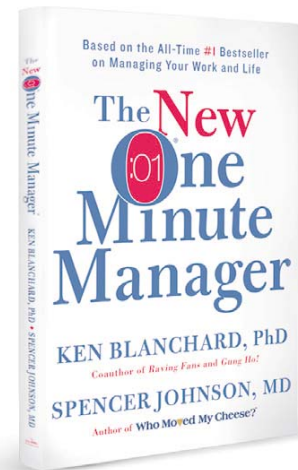
Becoming a first-time manager is one of the most challenging and critical career transitions. New managers are often chosen from high-performing individuals. Research shows that less than 10 percent of managers were prepared for a leadership role. Promoting a high-performer without the proper management skills can have serious consequences for both the individual and the organization.

New managers fail when:

- **They don't establish goals**
- **They don't communicate expectations**
- **They don't give effective feedback**
- **They don't move from "doer" to "leader"**

These highly proficient doers quickly become struggling new managers, without the methods or skills needed to succeed. The failure rates are daunting. PSTD in partnership with Blanchard has decided to help first-time managers overcome this challenge by showing them the essential skills to get them off to a great start in this 01 day workshop.

Based on the #1 best-selling book *The New One Minute Manager*®, participants are introduced to the three secrets of successful managers: Goal Setting, Praising, and Redirecting. The program develops those secrets into a conversation framework that is easy for new managers to understand and master. The program also adds a fourth conversation, Wrapping Up, which is needed to complete the core conversations and help first-time managers boost the engagement and autonomy of their people.



BUILDING THE “RIGHT NOW” SKILLS

GOAL
SETTING

PRAISING

REDIRECTING

WRAPPING
UP



Listen to Learn



Inquire for Insight



Tell *Your* Truth



Express Confidence

BENEFIT VALUES

- Improvement of rates of success for first time manager
- A smooth knowledge-tool transition from the life of an ‘individual contributor’ to the life of a manager’
- Improved productivity of team
- Better preparation for this difficult transient stage
- Bigger focalization and support of team for first time manager from the very beginning

LEARNING OBJECTIVES

- Comparing and contrasting job roles of an individual contributor and a manager and developing skills to make this transition a success.
- To be able to learn the art of four core conversations that people managers have during every interaction with their team members, based on the powerful and important lessons to new generation by Ken Blanchard and Spencer Johnson's “The New One Minute Manager” i.e. “Goal Setting, Praise, Redirecting and Wrapping up”.
- Acquisition of skills for boosting relations and cooperation based on Blanchard’s coaching framework: “Listen to learn, Inquire for Insight, Tell Your Truth and Express Confidence”.
- Practicing the four primary conversations and skills in real situations to strengthen to a good start and help new managers overcoming the challenges in their new roles, thus equipping them with key competence to balance relations with results.

PROGRAM FORMAT

Learning begins with two pre-workshop LAUNCH activities that take about 15 minutes each followed by a 6-hour face-to-face classroom workshop. The design is a combination of fast-moving content, engaging activities, entertaining videos, and skill practice.



WHO SHOULD ATTEND?

First-time and established managers, and those considering a transition into management
New managers wanting to increase their leadership effectiveness
Mid-level or new managers or supervisors.



Trainer Profile

SHUJA SHAMS

Shuja Shams is a certified Ken Blanchard trainer.



Shuja is a business graduate from IBA Karachi and has more than twenty years of professional work experience, primarily in the areas of Human Resource Management and Operations Management. Starting his career with ICI Pakistan Limited as a Management Trainee in 1997, he also worked for other prestigious organizations including Engro and Mobilink on various local and international assignments at senior management levels. Shuja's last assignment was with Mobilink as Director HR Business Partners. At Mobilink, Shuja also worked in Amsterdam on an international assignment with Veon (Mobilink's principals) with Group HR as HR Project Leader and conducted project rollout workshops at other international business units of Veon at Amsterdam, Rome, Moscow, Keiv, Astana, Dhaka and Islamabad.

Shuja is also associated with IBA Karachi as a visiting faculty and conducts lectures on Strategic Human Resource Management, Organizational Development, and Organizational Behavior & Leadership.

Currently Shuja works as CEO and Principal Consultant at Excepace (Pvt.) Limited which is a channel partner of Blanchard Leadership Group in Pakistan.

MEMBERS

PKR 45,000

(Exclusive of WHT & GST)

NON-MEMBERS

PKR 55,000

(Exclusive of WHT & GST)

Per participant

Includes prework, training manual, toolkit, certificate, refreshments, lunch and business networking.

Participants will get an International Certificate of Participation from Ken Blanchard Companies upon full participation in the program.



FOR REGISTRATION AND DETAILS CONTACT

Pakistan Society for Training & Development

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