New as a manager – Start to change gears in your leadership



Build increased knowledge, increase your self-awareness, get the right tools and train in order to integrate the tools into practice practically so that you become confident in your role as a leader, in our training "New as a manager – Start to change gears in your leadership".

For whom?

The training New as a Manager – Start to change gears in your leadership is for you who have recently become a manager or are facing your first leadership assignment. You will get a solid foundation to stand on, concrete tools to handle challenges that you face in everyday life. It gives you increased self-awareness and support in changing perspectives from employee to manager and leading more effectively.

Goals and Purpose

Becoming a manager for the first time is a big step – full of both opportunities and challenges. This training is created for those of you who want to grow into your new role with security, clarity and energy for a more active and enjoyable leadership.

With us you get more than just theory – we combine inspiration with practical exercises and concrete tools that you can use directly in everyday life. You will receive support in changing perspectives from employee to leader, and learn what is needed to build trust, create commitment and lead your team forward.

The training gives you:

- Confidence in your new role
- Concrete tools for communication, feedback and prioritization
- Insights into how you lead both people and organisation
- Inspiration and energy to continue developing as a manager

Together with other new managers, you will have the opportunity to reflect, share experiences and grow in your leadership. Welcome to take the next step – and start changing gears your leadership!

Course content:

- My role as a leader and manager
- Leading former employees – what should I consider?
- Self-leadership for increased self-awareness
- Leadership theory in practice
- Leading according to the individual and situation
- Communication – how difficult can it be?
- Feedback – a tool for creating commitment
- Management by objectives – my and our responsibility?
- Prioritizing correctly – for myself and others
- Effective delegation
- Motivation and commitment
- Coaching as a tool in leadership
- Creating effective teams
- Basic employment law in practice
- Difficult conversations – courage and consideration
- Salary discussions
- Personal action plan

Location: Gothenburg, Malmö, Stockholm,
Number of participants: Maximum 14
Language: English

Format:
• Introductory digital webinar (2 hours).
• 2 + 2 days in the classroom with home assignment in between.
• Follow-up digital webinar (1 hour).

The handbook "Leader's Gearbox" is included as course material.



GearUp
LEADERSHIP

Our tools and methods

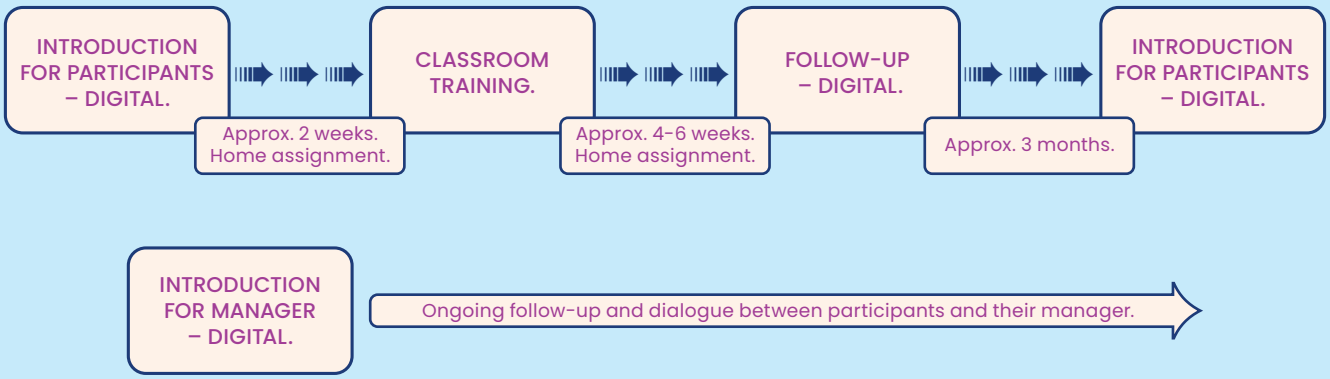
We believe that long-term learning is about having the opportunity to integrate the knowledge gained in training directly into everyday work. For this reason, we base our approach on four key components when creating learning and development, which we integrate into all our programs at various levels:

- Knowledge – facts and methods – knowing.
- Skills – being able to apply and implement knowledge in practice – doing.
- Motivation – your attitude and commitment to a task – wanting.
- Self-awareness – how an individual understands their character, motivation, emotions, and needs. Self-awareness influences all the other factors and develops as you mature and grow as a person.

We base our approach on the "70-20-10" principle of individual development. This means that typically 10% of our development comes from formal training, 20% occurs through reflection with a manager, mentor, or coach, and 70% happens when we apply the knowledge in everyday work. For this reason, we see it as important to involve participants' managers throughout the training process to create sustainable, long-term learning.

Our process for long-term learning and personal development

In our overall process, we have chosen to invite participants' managers to an optional brief introduction at the start of each program. This provides an overview of the training and offers tips on how to engage with and support their employee, as well as the ten most important coaching questions to use in dialogue with their team member.



Once again, perhaps the most important part of learning is having the courage to pause and reflect on what you have learned and the experiences that arise when you try to apply it in everyday life.

"An event without reflection remains just an event. An event with reflection becomes experience. Experience with reflection becomes insight = learning."