



**MANAGERS'
DEVELOPMENT
PROGRAMME**

MISSION: TO MANAGE

***Become the leader your team
want to follow***

A structured 6 month online programme aimed at developing the mindset and the skillset of managers at every level; giving you the tools you need to build and lead a consistently high performing team.

- ***Build your systems***
- ***Develop your managers***
- ***Free yourself***



Marianne Page Limited 2020

THE MANAGERS' DEVELOPMENT PROGRAMME IS FOR PEOPLE MANAGERS WHO:

- Are just starting to build a team, and want to get it right first time
- Have some basic management skills and want to level-up
- Have been promoted into a people management role but don't know how
- Want to learn how to engage every member of their team
- Have people who don't do what they say, or work to the standard expected
- Who want to build a team around them where everyone takes ownership
- Are losing sleep over the people issues they have to deal with



"I spent 27 years as a senior manager in a business renowned for its people development. I personally built a number of high performing teams, replacing myself with managers I'd developed, over and over again. Developing managers and building high performing teams is my passion, and I'd love the opportunity to make it yours."

Marianne Page

"Through Mission:To Manage Marianne gives us a blueprint for effective people management that will help every struggling manager to become the leader their team want to follow!"

Paul Barnes, Managing Director, MAP



LEARN THE FUNDAMENTALS OF BEING A RESPECTED **PEOPLE MANAGER.**

MODULE 1

BECOMING A **LEADER** - YOUR VALUES AND MINDSET

Recognising what you've already learned from the best leaders you've known ...and the worst.
Checking and adjusting your mindset around people, and how that may be affecting your team.
Understanding the shadow of the leader and how to live and manage to your values every day.



MODULE 2

YOUR PERSONAL **MANAGEMENT SYSTEM**

How to protect and manage your own time in order to make best use of it. Recognising and managing your day to day time vampires! The importance of routine and how to use it to build a rhythm of continuous improvement in your team. How to create a communication system that keeps everyone involved and inspired.



MODULE 3

HOW TO HIRE THE RIGHT PEOPLE FOR YOUR TEAM

How to decide whether to hire or not. The 2 golden rules of hiring and how to find and hire the right person for you. Getting creative with your hiring. How to create and run an effective probation system and why it's so important.



MODULE 4

HOW TO DEVELOP YOUR TEAM

How to develop a team that do what you need them to do every day. How to get every team member to take ownership for their role. The four elements of your training system and the tools you'll use to develop your people. How to create a learning environment. How to delegate. How you'll know when your team are fully engaged.



"I'm only two modules in, but I've already grown in confidence in leading my team and I'm no longer nervous around giving them constructive feedback. Thank you to Marianne for her wisdom and expertise!"

Maddy Kelly, Boda Skins



MODULE 5

HOW TO **GIVE FEEDBACK** THAT IMPROVES PERFORMANCE

Recognising the power of feedback.
Understanding the 4 different types of feedback.
How to give non-confrontational feedback The importance of setting targets and measuring achievement. The need for consequences.



MODULE 6

HOW TO BUILD **STRONG RELATIONSHIPS** AND MANAGE UPWARDS

How to influence the people you need to.
How to understand what makes each individual tick - including your boss. How to manage expectations and why that is so important. How to build trust and why it's crucial to invest time and energy into developing meaningful working relationships.

"Under Marianne's coaching my team members have grown out of all recognition"

Jeff Lermer, JLA Chartered Accountants





HOW THE MANAGERS' DEVELOPMENT PROGRAMME WORKS

For 6 months you will have access to our training platform with unlimited access to the six training modules, plus our 'How To' guides, templates & additional support materials, relating to the module you're working on.

Day-to-day you'll also have access to our private Facebook group, the Managers' Club, where you can post any questions or challenges you're facing and receive support both from our team and your peers.



MENTORING & ACCOUNTABILITY CALLS ADD-ON

If you want more input in terms of personal mentoring and accountability, we recommend that you add on the calls package, which is where the real gold lies.

With the calls package, you have the opportunity to bring your questions and challenges to a live group mentoring session every month for 6 months.

During these calls we answer your questions and work with you to unpick and find a solution to any challenges you're facing with any aspect of your role as a manager.

Learn from our experience and also from the experiences and challenges that your peers are facing - a brilliant way to build both your knowledge and your confidence.

The live coaching call schedule is posted in the Managers' Club, with reminders sent in advance to ensure that you don't miss out!





“My team’s productivity and progress is going up, consistently and significantly, month on month. I’ve got my team into a really good position. Everybody knows what’s expected of them. Everyone is looking at their performance, and their goals. I’ve shared my knowledge with other team leaders in the business, and they are starting to implement change in such a positive way throughout the whole company.

On a personal level, I’ve gained confidence, I’ve become more direct and clear with my expectations. I feel like a manager now, and I can also manage upwards to my boss effectively.”

Ryn Moser - Chief Language Officer, Supertext



YOUR INVESTMENT

Managers’ Development Programme: **£547+vat**

Mentoring & accountability calls add-on: **£1150+vat**

Total for the full package **£1547+vat**

