

The New Manager's Edge



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How it works...

On average, global executives believe they will need a 20% improvement in performance over and above current levels in order to meet their business objectives.

Organisations need to understand the dramatic shifts underway in the work environment and refocus on enabling higher levels of workforce performance

2012 CEB Report
 'Breakthrough
 Performance in the New
 Work Environment'

The Edge is a different. It is designed to significantly reduce the amount of time it takes for new managers to become effective contributors. It will help them take on – and deal effectively with – the kinds of interpersonal dilemmas and challenges that so often undermine confidence and reduce performance.

The Edge is a cost-effective learning programme tailored to the individual learning needs of *each* participant, while reflecting organisational priorities. It offers new managers the chance to work through a series of carefully chosen and organisationally-relevant challenges, with the active, focused and regular support of a professional management coach.

The complete programme runs over 4-6 months and will achieve specific, organisationally-relevant and measurable learning objectives (chosen by the participant with his or her Line Manager).

Participants who complete the programme will receive the ILM Level 3 Award in First Line Management.



Each programme includes:

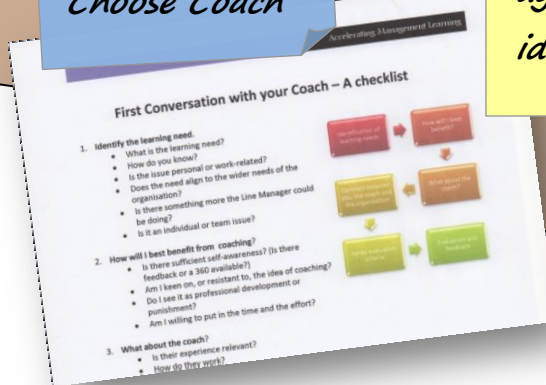
- ✿ 'Start-up' briefings with each participant and their Line Managers to identify and agree specific, relevant learning goals
- ✿ A behavioural assessment and/or 360° feedback
- ✿ A series of challenges based around specific skills needs
- ✿ Regular support from a designated and chosen professional management coach, via Skype, phone, e-mail and text
- ✿ Regular webinars and podcasts
- ✿ A collation of relevant guidance notes, practical tips and techniques e-mailed to each participant monthly
- ✿ Regular reviews and clear evidence of progress towards learning goals
- ✿ Accreditation to ILM Level 3

Elements of the journey along 'The Edge'...

"I never cease to be amazed at the power of the coaching process to draw out the skills or talent that was previously hidden within an individual, and which invariably finds a way to solve a problem previously thought unsolvable."

John Russell, Managing Director, Harley-Davidson Europe Ltd.

*Induction to programme ...
Choose Coach*



'Start-up' briefing with Line Manager and new Coach to agree learning goals and identify relevant challenges

Download Behavioural Profile



Skype call from Coach, 3pm

From the opening conversation with The Edge team, to the receipt of the ILM Level 3 Award, our aim is to provide a tailored learning experience that provides meaningful advice, coaching and support **on the job**. The challenging issues of people management are examined and tackled, enabling participants to build their confidence and skills with **real people in real time**.

With the support of an experienced coach, and a range of materials and articles designed to provide practical tips and techniques, new managers will also take on a series of challenges that are designed to stretch their skills in ways that will prepare them for greater responsibility.

Discuss performance issue with Coach, 9am



The Edge Webinar



Explore ILM assessment with Coach



Webex conference on 'Encouraging Innovation' with other Edge participants - 4pm

Discuss today's team meeting with Coach...



Exceptional value for money

What each participants gets:

- ✿ At least 9 hours of one-to-one coaching and professional advice via Skype, phone, e-mail and text
- ✿ A behavioural assessment and/or 360° feedback
- ✿ Choice of up to 6 challenges based around the specific skills needed to work in a fast-changing environment
- ✿ Regular webinars on relevant topics
- ✿ A collation of relevant guidance notes, practical tips and techniques e-mailed to each participant monthly
- ✿ Electronic versions of key journal articles (e.g from the Harvard Business Review) and management updates
- ✿ Regular reviews and clear evidence of progress towards learning goals
- ✿ The chance to take part in Web-based conferences with other participants facing similar dilemmas and challenges
- ✿ Accreditation to ILM Level 3

What your organisation gets:

- ✿ New Managers who take less time to achieve expected performance levels
- ✿ New Managers with more confidence and a more keenly developed insight into their role and responsibility
- ✿ More time for Senior Managers to focus on other things

...And all for *less than* the price of a generic, Level 3 residential course, held away from the office, with no coaching support, no organisational reference and no tailored content.

"I absolutely believe that people, unless coached, never reach their maximum capabilities."

Bob Nardelli,
former CEO, Home

To reserve places
click the link
below

timkemp@timkemp.co.uk

2013 Prices

Whether your need is to develop 1 or 101 new managers this month, we can help them 'hit the ground thinking'.

Fee (6 month programme)	Per participant (includes ILM level 3 subscription and Award)
Less than 10 new managers	£2,125
	€2,650
	\$3,400
10 or more new managers in any one calendar year	£1,875
	€2,300
	\$3,000
Organisations that want to book places for more than one manager in any one calendar year can choose to make one payment in advance or to receive monthly invoices.	

To reserve places
click on the link
below or call

timkemp@timkemp.co.uk

07932 733903

01743 718843

New cohorts start every month