

# Rapid Learning New Manager Coaching Journey

**Overall Learning Objective:** This experience is designed to help new managers become more confident and effective in their leadership roles. The micro-videos will focus on specific behaviors and arm developing leaders with research-based concepts to deal with common leadership challenges. The Coaching Sessions will identify self-limiting mindsets and create “mindset shifts” that will enable leaders to succeed in their new role.

## Micro Videos will show you specific behaviors critical to leadership success



### Session 1: New Manager Pitfalls

*Behavior Focus:* Gain insight into the complexities of your new role as a leader and understand the steps you can take to go from individual contributor to working through others.



### Session 2: Six Managerial Styles You Need to Lead Effectively

*Behavior Focus:* Explore six management styles that great managers master. Learn how to correctly deploy the right style depending on the situation.



### Session 3: Coaching: Your Mindset Makes All the Difference

*Behavior Focus:* Understand the difference between a fixed and growth mindset. Learn why adopting a growth mindset will allow you to successfully coach others and improve their performance.



### Session 4: Framing Corrective Feedback in a Positive Way

*Behavior Focus:* Learn how to frame corrective feedback in a positive way that has maximum impact and enhances your feedback delivery skills.

## Coaching Sessions will help you understand the underlying mindsets that drive behavior

The Coaching Sessions in this Journey will focus on shifting Mindsets. Through discussion and role play, participants will learn:

### How to move from:

“I will ruin relationships if I try to lead,” to, “I can balance sustaining warm relationships with my need to establish authority”

### And, how to move from:

“I am responsible for the team’s output, I must do the work,” to, “I can achieve our goals by leveraging the team and working through others”

## The Process

1. Complete the micro-assessment to uncover opportunities
2. Watch the quick-take video
3. Identify an action step you will take from the content
4. Apply the concept on the job and record the action you took
5. Reflect on what went well and what could have been better
6. Meet with Coach to review content, discuss results of your action and explore mindsets that affect your performance

