



## Success starts at the top.

Strong managers set the tone, behaviour, and confidence within an organisation. Good decision-making is the strength of leadership, built on the foundation of both technical competence and behavioural confidence. Achieving the status of manager is attained over time – it's a journey comprised of on-going self-development, expanding skill sets, and mentoring a team with a common goal.

Here are some of the many ways a customised **Kaplan Leadership & Professional Development Programme** will ensure your **First Time Managers** have the knowledge, skills, and support they need to hit the ground running when managing their direct reports.

### Collaborative Programme Design

Benefit from a collaborative approach in which Kaplan works with your leaders and team members to learn the competencies and challenges within your organisation. Each programme module is then customised to match your business strategy.

### Integrated Training Approach

Provide your managers with the right tools to set them up for success. Essentially, it's a powerful two-pronged approach. The first is well-rounded technical competency skills, such as financial management, operations, and distribution. The second is behavioural confidence to articulate, manage, and interact on a professional level.

### Commercial Business Acumen

Empower your employees with the necessary skills to develop the business savvy they need to make sound business judgements, quick decisions, and accurate assessments of their marketplace.

### Refinement of Interpersonal Skills

Develop your managers' interpersonal skills so they can engage, direct, and motivate their respective teams, working alongside stakeholders and professional actors.

### Assessment of Professional Capabilities

Identify the key competencies of your managers efforts through our innovative Kaplan 360-degree survey that captures their effectiveness within their given team.

"Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others."

– Jack Welch

Former CEO of GE who increased GE's value by 4000% during his tenure.

# FIRST TIME MANAGERS

## Evaluate Needs

Gain skills based on individual needs. Each tailored programme is modular and can be completed on an accelerated track or paced to suit your timetable.



## Financial Literacy

Increase financial awareness using Kaplan's proprietary diagnostic and assessment tools.



## Management Abilities

Ensure future success with personal advancement skills, such as time management, task direction, and execution, to build a solid foundation for direct reports.



## One-to-One Support

Access knowledgeable Kaplan consultants and coaches who provide on-going support, insight, and direction.



## Leadership & Professional Development

## Business Skills

Learn and refine the business basics of strategy planning, analytics, sales and marketing, financial management, and other key areas that make a company and its employees successful.



## Leadership Growth

Expand the managerial mindset from a personal identity of contributor, to a team leader with larger company influence.



## PROGRAMME OUTCOMES

- Demonstration of enhanced personal impact and authority
- Ability to hold meaningful coaching and performance conversations
- Strong conflict-resolution skills
- Effective management of personal and team priorities

## Tailored Business Content

Reach all diverse aspects of business, from cultural and competitive, to detailed strategic and operational needs.



## Cross-functional Work

Reap the benefits of collaborating with other departments, leaders, and stakeholders.



## Decision-making is the essence of leadership

Kaplan is a global front-runner, providing successful leadership development, training, and exam-based solutions through comprehensive advancement programmes that empower your employees to work at their highest capacity.

[kaplanleadership.com](https://kaplanleadership.com)

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