

Stepping Into Leadership

Virtual Learning Journey

After the thrill of being promoted or offered the role as a first-time manager, the realities of finding ways to become successful at it, set in.

There is a limit to what a new manager can do to emulate those who have, in the past, managed them.

Different situations and people will demand the use of different approaches, methodologies and tools. Having a repertoire of these things, that can be called upon as and when they are needed, is what a new manager will find the most useful to begin their new career successfully.



Our Stepping into Leadership program is a virtual learning journey designed for geographically dispersed Managers. During this 3-4 month long journey we leverage innovative methods and technology to handhold new managers.

Key Features

01

Researched Thought Leadership

- Researched content supporting new managers solving their real challenges
- Contextualized to industry and role

02

Virtual Assessment Powered by Watson

- Online situational behavioral assessment powered by Watson
- Situations customized to daily learner challenges

03

Gamified Learning and Performance Support

- State of the art gamified learning platform to help learners learn critical capabilities leveraging behavioral science
- Real time analytics at individual learner level

04

Interactive Live Virtual Sessions

- Virtual connect sessions by internal and external experts
- Interaction aided by leveraging a variety of techniques including polls, videos and virtual role-plays
- Optional face to face kick-off workshop if needed

05

Learning Integrated with Work

- Innovative application assignments for learners to quickly apply capabilities on real life issues
- On-Demand tele-mentoring and group coaching sessions

06

Scalable Across Geographies

- Solutions available for cohorts of 50 learners and above
- Consistent solution across geographies
- Delivery capability in 55+ countries

Illustrative Learning Modules

01

Roles and Responsibilities

- Understand the Role of a First Time Manager
- Identify Key Areas for the role
- Rate performance in each area and add learning and development needs onto action plans

02

Coaching and Performance Improvement

- Identifying people issues that could present barriers to effectiveness
- Create possible solutions from a range of approaches
- Practise the skills required when dealing with more complex issues and concerns that people have

03

Management Styles and Leadership Needs

- Explore the four potential styles, their impact and implication as a leader
- Define how to get the best from people by examining nine archetypes
- Relate these to people led within the team/business

04

Managing People's Expectations

- Focus on real work situations (e.g. person not promoted, bored or in repetitive role) and practice skills of responding/addressing concerns and needs from members of the team

05

Influencing Styles and Approaches

- Identify preferred methods and different situations of influencing others
- Self-assess using an influencing styles questionnaire
- Develop strategies for dealing with those who influence using another style

06

Innovative Problem Solving

- Solve complex day today problems by applying an innovative mindset
- Look for non-traditional ways to solve problems

07

Team Management

- Lead and manage a high performing team
- Effectively resolve team conflicts

08

Demonstrate Personal Adaptability

- Effectively manage in a changing environment
- Demonstrate high levels of emotional intelligence

About InspireOne®

InspireOne® partners with organizations to help manage change scenarios and achieve business results, through contextualized and inspiring interventions around leadership and people development, strategic alignment and building strong sustainable culture.

InspireOne's Global Partners

