



1.

## First Time Leaders

A 12 week accelerator for newly promoted managers

## Management and Leadership

**First Time Leaders** is a unique 12 week accelerator to provide newly promoted managers with vital, practical and immediately applicable skills. As well as setting up participants for success within their own teams, the cross-organisational nature of the programme enables sharing of experiences, networking, and learning from supportive peers.

The programme has been designed alongside organisations across our learning network, to reflect the most common challenges their first time leaders face. Newly promoted managers must navigate the tests of team dynamics, setting goals, having challenging conversations both upwards, and with their new reports — all while managing their own workload too.

To fast-track effective approaches to these competing demands, participants engage with six core modules, delivered through six energising and focussed workshop sessions with supporting digital resources. Individual and collective action commitments ensure that new capabilities are put into immediate practice at work throughout, with review and reflection inbetween sessions. Onboarding and assessment at the beginning and end of the programme enables the capture of behavioural change and impact.

### Programme overview



— Over 12 weeks participants experience six, half-day, practitioner led workshops-bookended with kick-off and wrap and review sessions.



— Participants join a 12 strong, cross organisational learning group for the duration of the programme.



— Punchy digital resources, recommended reading and action commitments complement the in-person sessions.



— The programme provides a rich context for connecting and learning with peers and with a strong alumni network too.

### Participating organisations



## Six core areas of focus

### Your Management Style

Stepping up involves self-awareness, as people will respond to your style differently. How can we adapt to get the best out of them?

### The Power of Feedback

Memorably providing, and meaningfully pulling in quality feedback from different directions has never been a more vital skill for managers.

### Resilience

Being resilient doesn't mean being totally immune to stress, but being better able to bounce back as a team during testing times.

### Coaching Mindsets

Improve your leadership style with direct reports, through better listening and questioning. Enable others to be the best they can be.

### Goals and Performance

Involving those around us in the process of setting individual and team goals is fundamental to the process of making them stick.

### Motivation and Impact

Understanding the situations and influences that motivate those around us, and their relationship to how we motivate ourselves.

## First Time Leaders

---

### Practitioner led learning

Each of the six workshop sessions is delivered by a facilitator from YCN and an external subject expert — bringing their own unique first-person perspective on the topic.



**Liz Whitney** spent 16 years working in marketing, design and digital product development agencies and today supports creatively driven leaders as a coach and consultant.



**Scott Morrison** began his career in advertising before moving client side, heading up marketing for brands including Levis and Diesel. Today he runs The Boom! and recently co-authored Creative Superpowers.



**Hilary Gallo** is a coach and author, helping people to purposefully work to their strengths. His best-selling book 'The Power of Soft' will shortly be followed by a brand new publication titled 'Fear Hack'.

---

### Testimonials from past participants

“Unlike any development programme I’ve taken part in before. This felt more like a series of powerful conversations that fundamentally changed how I think about my work and my style as a leader.”

“Beautifully personalised, warm and convivial. I feel like I’ve made a brilliant new gang of career champions.”

“I took back practical things I could do and review among my team from day one. No filler!”

“ I felt everyone came in with challenges and came out with really valuable new perspectives.”

---

### Programme timings and costs

The next programme will commence from the end of January 2019.

• Single place, YCN member rate — **£1800** non-member rate — **£2400 + VAT**

---





**Want to learn more?**

[hello@ycn.org](mailto:hello@ycn.org)

+44 (0)20 7033 2140

