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First Time Leaders

A 12 week accelerator for your managers

First Time Leaders

First Time Leaders is a unique 12 week accelerator to provide recently 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 the sharing of experiences, networking, and learning among a supportive group of peers.

The programme has been designed alongside organisations across our learning network, to reflect the most common challenges their First Time Leaders face. Recently 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 come together for six energising and focussed workshop sessions, led by a coach facilitator who works with the group throughout. Sessions combine peer group coaching, and topic specific learning — with expert practitioners to deliver content on-point to their specialisms; from building resilience to developing a coaching mindset. Individual action commitments, shared at the end of each session, ensure that new capabilities are put into immediate practice at work, with time for review and reflection inbetween sessions. Digital resources are also shared with the group, to complement all that's covered in-person.

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.



— 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



LUSH FRESH
HANDMADE
COSMETICS



gettyimages



Cath Kidston

GREENPEACE



EVERYMAN



Pentagram

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.

Peer and practitioner led learning

Alongside the continual presence of the group's coach facilitator, sessions are led by external subject experts — bringing their own unique first-person practitioners's perspective and specialism.



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 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.”

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

Programme timings and costs

Our next cohort begins on Friday 24th May, 9am—1pm with half-day sessions hosted every other Friday morning thereafter. Other cohorts are launching throughout 20109.

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



“I had an exit interview with our Senior Account Manager yesterday. She said that she's noticed a big shift in my leadership and management style since doing these sessions – mainly in terms of confidence and clarity of feedback, which was really good to hear – so thank you for making that happen!”



Want to learn more?

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