ELEVATE: FocusU First Time Manager Development

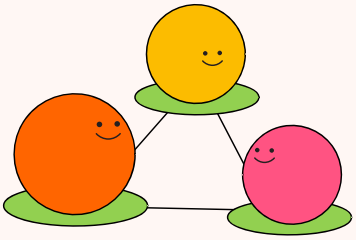
Many new managers are promoted for their individual performance, not for their ability to lead others. Without support, they default to avoiding tough conversations or slipping back into doing the work themselves.

Who is this capability journey for? Newly promoted managers; High potential individual contributors moving into people leadership; Organizations building a stronger leadership pipeline

What we focus on

1. Managing Self

- Understanding personal leadership style
- Shifting from doer to enabler



2. Managing Others

- Delegation that actually develops people
- Handling conflict and building trust

3. Managing Performance

- Giving clear, useful feedback
- Managing performance without micromanaging

How the journey works

- 4 facilitated workshops
- Reflection prompts and work application between sessions via LMS
- Pre and post 180° feedback
- Psychometric assessment for self-awareness

What changes?

By the end of the journey, managers are clearer about their role, more consistent in how they lead conversations, and more deliberate in how they develop their teams.

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