First line managers are usually promoted in recognition of their individual success. But the qualities that contribute to success in doing the work do not always correlate to the requirements of managing the work. As a result, new managers are especially vulnerable to the proposition that employees are promoted until they reach positions for which they are no longer competent.

In our intensely competitive economic environment, no organization can afford incompetence at the front line. In more than 70 years of working directly with managers at all levels in organizations around the world, Hay Group has recognized that effective leaders share a core group of essential skills and behaviours. These managerial competencies include a clear understanding of the demands of the managerial role, as well as specific behaviours and approaches to directing and motivating a team in order to improve performance and productivity – and they are at the core of this program.

With your new skills you will be able to have...

- **Understanding** management functions – that is, decoding the role of a manager to understand what it requires
  - In most cases, no one ever tells a first-time manager how their new job description translates into day-to-day activities. What does a manager actually do to add value to the work his or her team is performing?

- **Clear focus**: planning, organizing and directing a team; and motivating and energizing disparate personalities to drive creativity, productivity and ultimately deliver more effective results
  - Importantly, the curriculum ventures beyond mere functions to managerial competencies: the skills and behaviours that make managers more effective in adding value to their team.

Learning how to manage is the **missing piece** in most business education. It’s seldom taught in college, or in business school, except as collection of theories.
Who Should Attend:

- This program is recommended for anyone who supervises or manages one or more employees, especially newly-appointed managers or supervisors who want to jump-start the learning curve to enable their understanding and team performance Improvement confidently and effectively.

About this workshop:

Time: 9:00 AM. – 5:00 PM.
Venue: The Sukhothai Bangkok
Language: Thai (Materials in English)
Professional Fee: 14,000 Baht
(Exclusive of VAT.)

Program Outline:

AM:
- Overview, objectives, agenda, introductions
- Marlet Expansion Exercise
- The functions of management (Planning, Organizing, Directing, Motivating, Coordinating)

PM:
- Pins and straws exercise
- The management competencies
- Feedback
- The value of management
- Action planning
- Next steps and close

2 weeks prior to the program on-line 180°/360° Leadership Assessment is distributed to the agreed peers/subordinates and superiors to collect data on the participants’ profile relative to the three factors impacting organizational performance.

Hay Group has distilled into a one-day program a series of simulations that uncover the two most essential elements in mastering the managerial role:

Evaluating your own managerial competencies – or understanding what you bring to your new role
- Once a new manager understands what their position requires, the obvious next step is to assess how their own capabilities stack up against those requirements. Where does the manager need to make improvements or changes in their behaviour?

Gaining eye-opening experiences of the value of effective leadership
- It not only gives participants a framework for understanding the managerial role, but also provides program carefully designed that uses team exercises and guided discussions.

Demand for these workshops is high. Please reserve your seat!

For further information, please contact:
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Reducing the failure rate of first-time managers not only improves organizational performance; it also reduces the costs associated with turnover and improves your leadership pipeline for higher level positions.