

FIRSTSTRIDE - Empowering Emerging Leaders

Prologue:

The inaugural steps into leadership are both thrilling and daunting. It's a transition that requires one to shed the comfort of being an individual contributor and embrace the responsibilities of guiding a team towards success. "FirstStride" serves as a compass, a mentor, and an ally as one navigates through this exciting, sometimes challenging, path.

Program Objective : The First Time Managers Training Program aims to equip new managers with the essential skills and knowledge necessary to succeed in their managerial roles. The program will focus on developing leadership abilities, effective communication skills, and the ability to manage teams and achieve organizational goals.

Program Duration: 3 months (can be divided as per training calendar)

Learning Outcomes:

Personal Leadership

People Leadership

- Honing the Growth Mindset & Learning Agility
- Practicing the Emotional Intelligence
- Practicing Effective Communication
- Managing Time, Planning, Prioritizing, and Scheduling

- Leading & Working with People
- Fostering Collaboration

Components:

MINDSET

PERSPECTIVE

**Shift from Individual Contributor to Manager
Change Mgmt
Continuous Learning**

**Understanding Different Leadership Styles
Me v/s We
Organizational Goal Alignment**

ATTITUDE

SKILLSET

**Understanding Different Leadership Styles
Me v/s We
Organizational Goal Alignment**

**Communication Skills
Time Mgmt
Art of Planning,
Prioritizing, Motivating,
Goal Setting & Delegation
Conflict Resolution
Art of giving & receiving
Feedback**

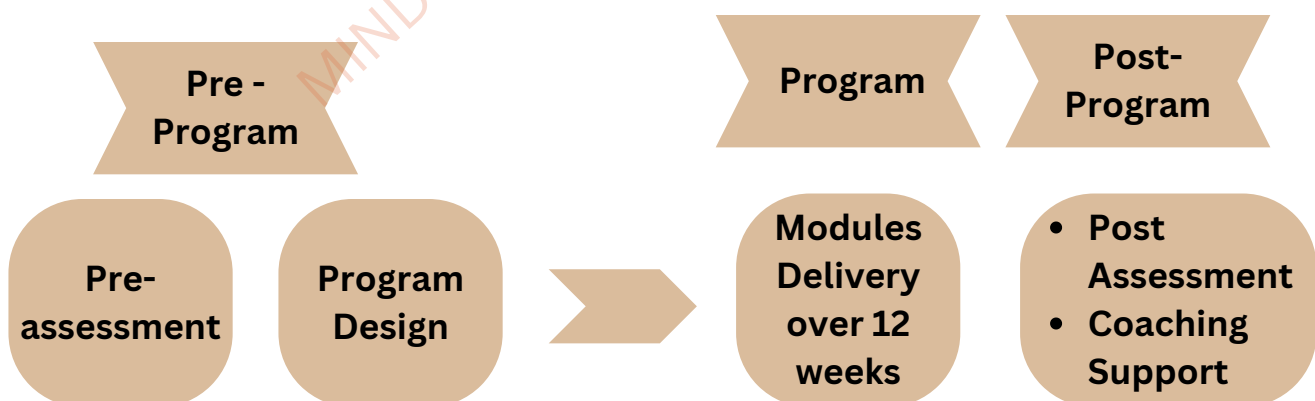
FOCUS

Enhanced Self Awareness / EQ
Overcoming Bias
Adaptability
Problem Solving & Informed Decision Making
Outcome Orientation

RELATIONSHIPS

Building & Managing Effective Teams
Building & Managing relationships with Leadership

Structure



Methodology:

- Administration & Analysis through standardized psychometric Assessments
- Tailored Case Studies as per industry & role context
- Simulations & Role Plays
- Experiential Learning through Drama, Movement, Music & Games
- Instructor Led Training
- Gestalt & Transactional Analysis informed content & activities