

From Employee to Manager : a Successful Transition

Duration: 0,5 day

Audience: Gestionnaire

Who is this training for?

New managers.

Training objectives

- Be aware of the issues and challenges related to your new role to effectively meet new expectations
- Establish your action plan to guide your journey over the next 3 months and accelerate your transition from employee to manager
- Equip yourself with tools and get practical advice to succeed in your new position

Summary

Moving from the role of employee to that of manager is a pivotal step in a career. With this shift in posture comes new challenges, expanded responsibilities and heightened expectations. This half-day training is designed to give you the tools you need to make a successful transition with confidence and efficiency. With practical advice, concrete tools and clear benchmarks, you will be able to take up your position with confidence, generate quick successes and lay the foundation for sustainable leadership.

Course outline

Successfully transition from employee to manager

- Establish your credibility
- Build your network
- Achieve success quickly
- Behaviours to adopt, pitfalls to avoid

Challenges to overcome

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Move from managing oneself to managing others

- Learning to delegate to achieve results
- Understanding the culture of your organization, your unit, your team
- Situating yourself in your new role: your strengths and talents, your pitfalls and areas of vulnerability

Action plan and benchmarks to guide your journey

- Identify the results to be achieved to succeed (what)
- Choose the means and activities to achieve them (how)
- Set deadlines according to the proposed benchmarks (when)
- Identify the resource persons and tools to use (with whom)
- To check in regularly and get the support you need
- To recognize your successes. adjust along the way
- Make your integration assessment

Approach and methodology

The training is based on a concrete and action-oriented approach, focused on the real challenges experienced by new managers. It combines experience sharing, practical exercises and strategic planning, in order to promote a quick and efficient start to the job. The facilitator acts as a guide and facilitator, helping participants clarify their priorities and take actions that have an immediate impact on their credibility and leadership.

Recommendations

- Hold a first management role or be in imminent transition to this role
- Have operational experience in your organization
- Be willing to reflect on your posture and management practices.