

Challenge Manager offer four training awards endorsed by the Institute of Leadership and Management (ILM). Challenge Manager focus on business and people development and have a wealth of experience and expertise in developing people to support businesses in achieving excellence.

The participants in these four programmes will be team leaders or first line managers who want to enhance their current management skills, abilities and confidence. We offer other bespoke programmes aimed at more senior management teams.

Client companies are likely to be those who recognise the value in people being skilled at managing employees effectively to ensure the successful operation of the business.

The programmes aim to equip people with the necessary skills, knowledge and confidence for recruiting, managing and developing their employees both individually and as a team.

Management Matters: 7-day programme for team leaders & managers

To equip managers and team leaders with the necessary skills, knowledge and confidence for recruiting, managing and developing their employees both individually and as a team through:

- Understanding Your Job Role & Responsibilities
- Objective Setting For Self And With Others
- Communication Skills For Leaders Including Presentation Skills, Written Communication, Rapport Building And Influencing People
- Organisation Skills including Time Management And Delegation
- Key Management Processes – HR / Health & Safety / Understanding Financial Data
- Developing People - Manager As Coach
- Leading, Developing And Working In Teams

Management Essentials: 2-day introductory programme for team leaders & managers

To give managers and team leaders an introduction to the necessary skills, knowledge and confidence for recruiting, managing and developing their employees both individually and as a team through:

- Understanding Your Job Role & Responsibilities
- Objective Setting For Self And With Others
- Essential Communication Skills For Leaders
- Key Management Processes – HR / Health & Safety / Understanding Financial Data
- Developing People - Manager As Coach

Excellence for People in Business

Team Spirit: 4-day programme for teams, or for team leaders & managers

To equip manager and team leaders with the necessary skills to work as an effective part of a team and to lead their own teams by:

- Developing effective communication skills
- Understanding individual communication preferences & learning styles
- Using empathy
- Building rapport
- Understanding team role types and stages of team development
- Recognising the need for different leadership styles with different teams

Coaching for Excellence: 3-day programme for team leaders & managers

To equip managers and team leaders with the necessary skills and confidence to work in a coaching style with their employees by:

- Developing key coaching skills in communication, rapport building and empathy
- Setting clear goals and objectives
- Having a strong working knowledge of the GROW model for coaching
- Practising own coaching skills and style and receiving feedback from colleagues
- Experiencing being coached
- Understanding human motivation
- Developing skills in powerful language
- Working with emotional intelligence

These programmes are delivered in house and the materials are tailored to your organisational needs. The number of days specified for each programme are group development days, and we can work with groups of up to twelve participants.

Participants are required to complete self-learning activities, pre-workshop preparations, meetings with their managers, and to participate in a programme of one-to-one coaching, as well complete a work based project followed by the submission of a written report and a presentation for assessment by the ILM.

We believe that the coaching is an essential element of the programme. A CIPD publication, The Case for Coaching, which brings together various pieces of research, states that training alone increases productivity in organisations by 22.4% and that training plus coaching increases productivity by 88%.

These comprehensive programmes will deliver results in your business

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