

NEW LEVEL
WORK



Manager's Journey Program



OUR MISSION

Equip managers to **lead and thrive** in
an ever changing world of work.

You're in good hands.

NEW LEVEL
WORK

Leadership Development Experts



Masters of Facilitation

Our Facilitators have at least 10 years of Learning & Development experience and are proven content delivery and engagement specialists.



Certified

85% of our Facilitators are also coaches certified through the International Coaching Federation or an ICF-accredited program.



Outstanding Ratings

Group training sessions have an 9.3 NPS score and participant feedback cites the facilitation of programs as highly engaging and impactful.

Best-in-Class Coaching



10+ Years

Our coaches have at least 10 yrs of business management experience & 3-5 yrs of coaching experience



ICF-Accreditation

Our coaches are also certified through the International Coaching Federation or and IC- Accredited program



9.6 NPS Score

We're the best reviewed coaching company in the industry. Our intensive approach to creates unparalleled results.

What impact will this have for YOU?



Maximize your growth as a leader in the organization.



Capitalize on your strength & develop new skills.



Create a lasting, positive impact so your team members can *thrive* in the workplace.



Promote a culture of excellence that drives outcomes and accountability.

Leadership Development Guiding Principles



Experiential

*Employee experience
is top of mind*



Flexible & Adaptive

*One size does
not fit all*



Continuous

Growth is a journey



Impact- Focused

*Learning that fits into
the flow of work*

New & Middle Manager Journey

Group Training + Group Coaching

 Month 1

**Role of a
Leader
1 - 90 Minute
Session**

 Month
1-2

Essential Conversations

4 - 90 minute sessions
1:1 Conversations
Coaching Conversations
Feedback & Difficult
Conversations
Career Development
Conversations

 Month
3-4

Strategic Leadership

4 - 90 minute sessions
Leading with Values
Based Vision
Prioritizing What
Matters Most
The Power of Strategic
Delegation
Building Resilience by
Managing Risk

 Month 5

Group Coaching Session

1 - 90-min session
bringing participants
together to reflect on and
drive application of
learning.

Role of a Leader

A manager is expected to lead an engaged, productive and agile team by establishing clear goals and objectives, setting expectations, and guiding each team member's growth and development.

They earn the respect and trust of their teams by “doing the right things” not just “doing things right.”

This group coaching session focuses on:

- ✓ **Defining and exploring** the role of individuals new to management.
- ✓ **Introducing** various leadership skills, styles, and practices which will be reinforced throughout the journey.
- ✓ **Identifying and honing** unique leadership strengths, behaviors, and styles.



Essential Conversations

Essential Conversations is designed to help managers **grow and elevate their people management skills** through 4 key conversations.

One-On-One Conversations

The manager/direct report relationship is key to unlocking engagement and productivity. Using a framework based in neuroscience, participants will:

- Identify a key concept to enhance one-on-one conversations by 'painting the bigger picture'
- Explore techniques to enhance listening skills and learn to ask powerful questions that create a greater sense of connection and build trust
- Compare strategies for effectively engaging team members during one-on-one conversations to enhance their interactions.

Feedback & Difficult Conversations

Giving feedback is a powerful tool. For managers, it's vital to the wellbeing of their teams to provide feedback in an effective way. Inside this session, participants will:

- Discover the benefits of positive and constructive feedback
- Apply a feedback framework and strategies for giving feedback that drives needed results
- Explore a planning tool to assist them in preparing for engaging in difficult conversations in an effective and meaningful way

Coaching Conversations

Coaching skills empower managers to support their team members to reach their goals, inspire self-leadership and accountability, and motivate them to perform at their best. Inside this session, participants will:

- Explore fundamental coaching principles to enhance their people management skills
- Practice powerful question-based techniques designed to enhance listening skills and uncover what matters most
- Learn to identify when coaching conversations will be most beneficial

Career Development Conversations

Career development conversations are crucial to the growth of team members. When they happen regularly and are owned by the team member, motivation and engagement increase. Inside this session, participants will:

- Discover how to initiate and engage in meaningful conversations focused on career development
- Leverage coaching and communication techniques to explore team member's aspirations and goals
- Explore a tool leaders can use with their team members to track and co-create a development plan

Strategic Leadership

Leading with a Values-Based Vision

Understanding the values that drive behaviors and being able to translate values into behaviors is critical for all leaders as well as understanding how values drive each person's vision of success. Inside this session, participants will:

- Explore the connection between values and behaviors
- Practice translating personal or organizational values into actions that drive performance
- Create a personal vision of success statement and post session explore doing the same with their teams.

Prioritizing What Matters Most

Strategic leadership depends upon a manager's skills to prioritize tasks and manage time, energy, and resources to ensure they are focused on what matters most:

Leading their team to achieve organizational goals and objectives. Inside this session, participants will:

- Explore strategies using the Eisenhower Model to help them effectively prioritize in a continually changing environment
- Identify and explore situations to apply the prioritizing tactics in real-life situations
- Apply tactics to utilize their calendars as prioritizing and decision-making tools.

The Power of Strategic Delegation

Teams with diverse skill sets and well-developed capacity have the ability to keep the train 'on track' even when leaders are involved in other projects, get more work done in less time, share mutual trust with their managers, and feel supported with their career development. Inside this session, participants will:

- Identify the real-life challenges to delegating
- Discover strategies to delegate more strategically using both short-term and long-term delegation.
- Apply coaching skills to gain buy-in from team members.

Building Resilience by Managing Risk

Managers are consistently called upon to quickly evaluate challenging situations, navigate uncertainty, weigh risks and take decisive action. Inside this session, participants will: Explore their own risk tolerance and how to expand their comfort zone thus building resilience

- Apply and practice two strategies to build knowledge, confidence, and resources to leverage when exploring risk.
- Identify tactics to use if things don't go according to plan leveraging a growth mindset.

Group Coaching

Group Coaching at New Level Work is a guided experience bringing groups of managers and leaders together to discuss, collaborate, reflect and share concepts learned with one another, and work toward putting them into practice.

- ✓ During coaching sessions, leaders are given a safe and supportive environment where they can share with their peers and openly explore challenges they face
- ✓ Enables groups of leaders to better understand and navigate important organizational themes or challenges
- ✓ Fosters camaraderie through the open sharing of struggles and successes
- ✓ Participants become catalysts for change who positively transform leadership culture and increase organizational success

