



Fast Track – first time manager development

Why First track first time manager development



Fast Track First time manager development take the form of mentoring and learning sessions: a combination of short situational mentoring, learning pills focused on particular topics such as: *gaining authority without being directive, development in the self through adapting to the new role, motivating people, adapting style, manage their time and team time, communicating at team level, understanding and balancing emotions and developing emotional capability, understanding their potential* and developing a specific plan of further development.

- In our experience we have discovered that **many companies promote managers and they need fast and focused development.** Sometime, until the company is able to organize formal management development training might take time and the newly appointed manager need immediate assistance to adapt to the role.
- The first time managers, need immediate specific recommendations for individual learning and adaptation to the role, short training pills, sharing of experience and invitation for application and exercising of skills, reporting back, search, development and reflection also in the area of knowledge and skills.
- This is a process developed in **3-4 month**, based on the specific needs.
- The **mentor – trainer** is a highly trained and experienced consultant with both professional and life experience, able to adapt himself and to have a flexible approach in terms of content and level of discussion on specific topics.

Our mission is to support you in finding clarity and become aware and choicefull in your life, work, decisions.
In your leadership.

Fast track individualized first time manager development offer

The process represents a series of **4 sessions, during a period of 2 months**. A profile relevant for the development goal will be attached.

- Understanding and developing leadership potential – WAY from PerformanSe
- Developing as a manager – WAY Manager PerformanSe or Management Action Profile 360 Persona Global
- Developing Resilience skills – Resilience Profile Persona Global

- Other questionnaires of specific tools might be added based on the specific assignment.
- At every session dedicated to one area of skills and abilities the manager will have two tools to be applied between the sessions in order to have immediate application, reflection, learning from practice, report back to mentor - trainer and discuss for firther development.

The sessions are held onsite or at a location of their choice or via zoom/webex/Teams/skype at a convenient timing set by the mentor - trainer and mentee. If sessions are face to face and not held Bucharest, the customer will cover the transportation costs. Mentoring sessions that are to be cancelled or rescheduled in less than 2 working day in advance, will be invoiced.

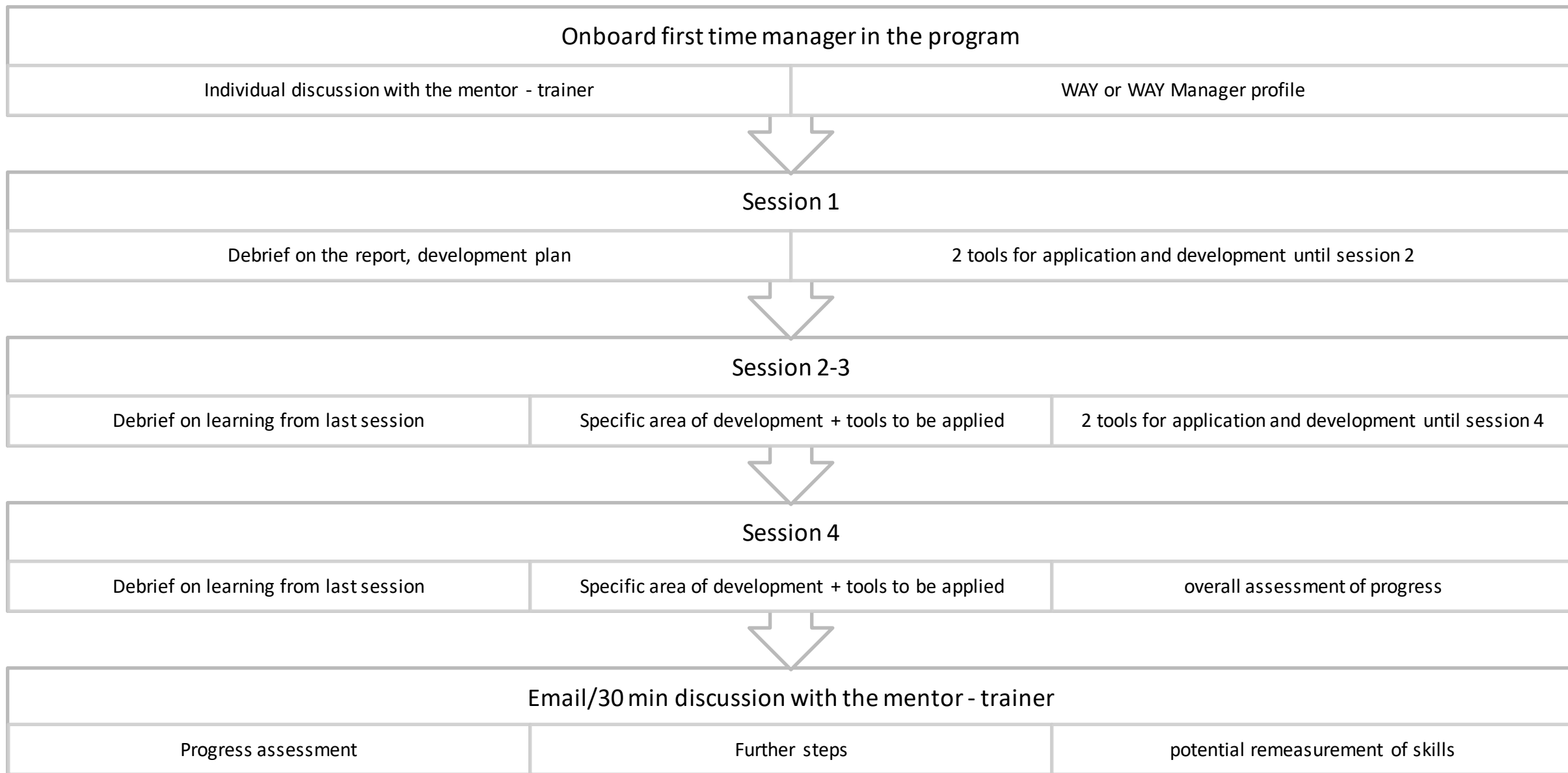
Professional Fee for individual fast track development:

- 4 sessions, 2 hours each, contracted in advance € 400 + VAT/per session. A standard assignment of 4 sessions: 1600 euro + VAT
- ONE profile is included:
 - PerformanSe profiles: 80 euro + VAT/profile

Invoice in the last week of the month, payment in 30 days.

IF we work in small groups of 2-3, the sessions are 2,5 hours and the fee is 500 euro/session.

The process



●●●● Consultants mentors



Madi Radulescu

Coach Executiv PCC, Trainer, Consultant.
Diploma in Management Open University UK.
MBA la Warwick University UK.
Managing Partner MMM Consulting, since 2003.
Areas of focus: executive and transformational coaching,
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Diana Voicu

Trainer, Coach, Consultant.
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Monica Cirligea

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Working internationally, HR development
Areas of focus: Leadership and coaching management
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Doru Curteanu

Trainer, Coach, Consultant.
Coaching. Senior Consultant, middle and top management
team development, management development