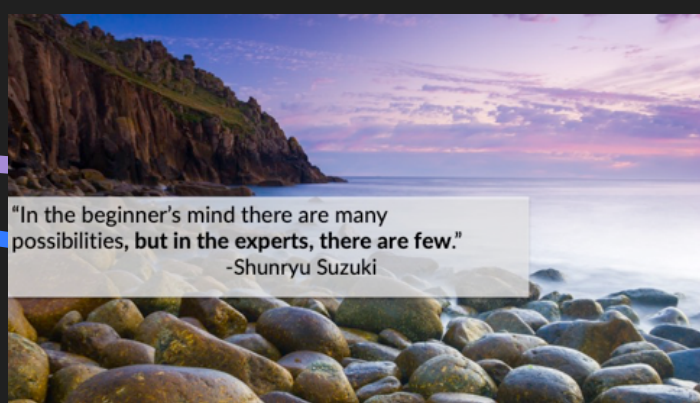


Setting the Stage for Our Program



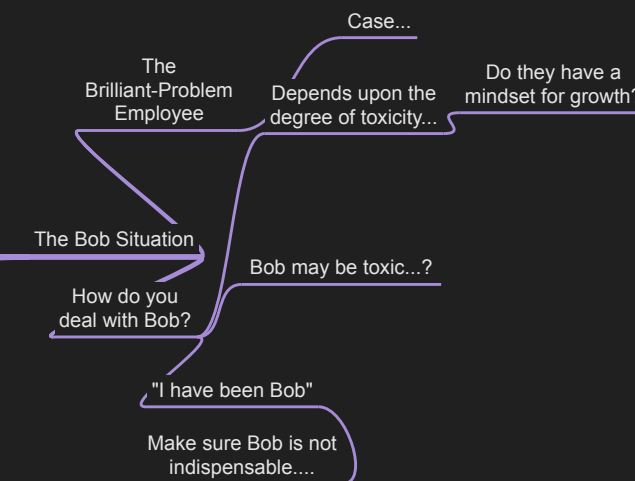
THINK ABOUT IT: "Developing as a manager is a transformational experience for which there are few shortcuts." -Linda A Hill, Becoming a Manager

Welcome to Your Manager Development Program!



Write the Rules for Success

Case Activity: Pat's Dilemma



1-Why the role of the manager is so important & why I love supporting the development of managers at all levels!

- Front-lines where the work meets the customers and key stakeholders
Critical "middleware" between strategy & execution
See what's working and what's not firsthand (great source of learning)
Managers are key determiners of employee engagement
Front end of our leadership pipelines
Future Senior Leaders/CEOs/Founders

THINK ABOUT IT: The traditional role of the manager evolved in the hierarchical workplaces of the industrial age, but in our fluid, flatter, postindustrial age that role is beginning to look archaic.
The irony is that we actually need great people leaders more than ever. FROM: Managers Can't Do It All
It's time to reinvent their role for the new world of work. by Diane Gherson and Lynda Gratton, April 2022

2. Introductions

Your Role/Team/firm

Your top 2 challenges in your work:

3. About Your Program

Help you build/strengthen your Manager's Operating System (MOS) - something that will carry you forward in your career.

Hang on for a lot of altitude adjustments...we zoom out and in regularly.

Will help you think & act differently in this role.

Research-backed, practitioner-supported

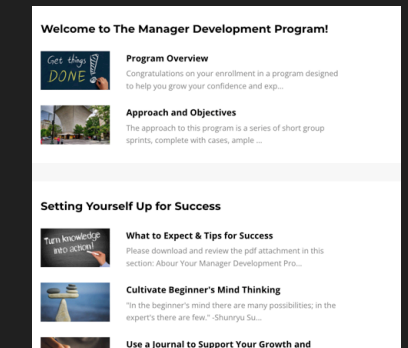
Evergreen Resources

Coaching - You Schedule: art@artpetty.com

We all need a foundation to build upon and operating instructions that improve our odds of success!

The best managers have a clear outside-in view of the world and their organizations.

Many counter-intuitive approaches by design.



4. Our Approach

Discussion-driven

You help generate the content (ideas/challenges/questions/experiences)

Situational approach via cases and breakout activities

Ideas-to-Actions emphasis

Sustained development

5. Your Success:

Beginner's Mind Thinking

Dive into the work/engage/help your group/share your ideas

It's what happens after the session that determines your ROI!

Leverage my help where/when needed; happy to set up a coaching call to discuss bringing program ideas to life.

ASK QUESTIONS! You'll be pleasantly surprised how smart your cohort members are here!

Take notes, ask questions, think about how to apply the ideas to your environment!



Kryslyna: technical expert; clinical expert; senior level (growing team... 2 to 3); learn the fundamentals (experienced at mentoring; coordinating; organizing; planning; some indirect mgmt)

A possible reluctant manager. (Andy)

Basic strategies of management; (some things work/some don't); fully remote team...; more theory to approach growing and thanking!

Natalia: PNC Product owner; cloud security Project leadership Indirect manager (9)

Brandon: Lorton Data; Software Dev/Data Processing; Dir Prod Mgmt; indirect management of dev/qa; 4 or 5; Potential reorg...my direct reports can grow;

Trust/bias...; If I see someone not performing well...I lose trust...I micromanage

Get out of this: basics; get an idea of what the role looks like...give input to my leadership team...

Engagement: Want to break this cycle!!!!