

<p style="text-align: center;">From Managing Self to Managing Others Transition Workshop</p>

Most people begin their careers as individual contributors. They are expected to take responsibility only for themselves and are assessed on how well they get work done through their own personal effort. After a few years, they become highly skilled individual contributors, and so are rewarded through additional responsibilities: they are promoted to the position of Manager.

Though this might seem like a natural progression, it is often where people face their greatest challenge. The highest-performing people are often the most reluctant to change. They expect to keep doing the activities that made them so successful in their previous position. As a result, the transition from individual contributor to first-time manager is made without a behavioural or value-based transition. They become managers without understanding or accepting what it means to manage people, and so *no real transition* is made.

Making this turn from managing self to managing others requires a change in mindset around

- Skills
- Time application
- Work values

In addition, this promotion to a new level of leadership requires a letting-go of the things that made you successful in your previous position and adopting entirely new ones at the next level in order to succeed in this new position but, more importantly, to enable your team to become successful.

In building an understanding of what this transition requires, this workshop looks at four critical areas:

- Understanding leadership
- Enabling others
- Delegating work
- Managing performance

Number of delegates: Minimum 10, maximum 40