

THE GREAT MANAGER

A Strengths Based Manager Development
Program from Bravo cc



A WORTHY INVESTMENT:

Gallup research shows that 70% of the variance in employee engagement is directly attributable to the manager. Poorly trained managers lead to disengaged teams, higher turnover, and lower productivity. Investing in manager development improves team performance, morale, and retention.

GREAT MANAGERS ARE THE RESULT OF FOCUSED DEVELOPMENT

In today's fast-paced, people-driven workplace, **managers are the single most critical link** between strategy and execution, culture and performance (GALLUP). SADLY, many managers are promoted without any thought to the development of strengths and skill sets they will need to be successful in their new role as THE MANAGER. Management is both art and science. A GREAT manager understands they need a guiding philosophy + tools, systems, and processes that support their management philosophy. For more than 20 years, the team at Bravo cc has STUDIED what makes for a great manager. Our conclusion begins with using STRENGTHS to build a management style that is effective and offers a tool to do the work of the manager. We developed THE GREAT MANAGER to meet the new manager with a survey of topics they will need to address in their first 90 days. Set the right tone and watch as your team comes together and you have accomplished MUTUAL TRUST AND RESPECT across the team. We focus on:

- **Leveraging Strengths**
Help managers discover and apply their natural strengths – and those of their team – to boost performance and collaboration.
- **Clear, Confident Communication**
Improve everyday conversations, team alignment, and trust-building across all levels.
- **Giving Performance Feedback That Works**
Learn how to deliver feedback that motivates, drives growth, and builds accountability.
- **Managing Conflict with Confidence**
Turn difficult situations into opportunities for resolution, understanding, and stronger relationships.
- **Delegating with Purpose**
Empower team members, lighten the manager's load, and improve overall productivity.
- **Motivating Through Meaning**
Unlock what drives each individual and create a culture of purpose, recognition, and momentum.

*A strong manager isn't a luxury – they're a **business multiplier**. When they grow, **everyone** grows.*

THE GREAT MANAGER PROGRAM OVERVIEW:

1. **One FULL Day (9:00 to 5:00) In Person Workshop**
 2. **Two (2) Hour VIRTUAL Sessions (Zoom)**
 3. **One HALF DAY (9:00 to 1:00) In Person Workshop**
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Full Day Workshop, 9:00am to 5:00pm

30 Minutes: Welcome and Introductions

30 Minutes: It's the Manager—The impact of a good manager, a great manager, and a downright AWFUL manager

30 Minutes: The ROLE of the manager defined: What do GREAT managers do differently?

2 Hours: Focus on **STRENGTHS**

2 Hours: Focus on **COMMUNICATION**

2 Hours: Focus on **COACHING**

30 Minutes: Wrap Up and Next Steps

Follow Up Sessions: 2 (2 hour) Virtual Sessions

Follow Up Session 1: How to DELEGATE, COORDINATE and COLLABORATE with your TEAM

Follow Up Session 2: How to provide meaningful PERFORMANCE FEEDBACK, RECOGNITION and APPRECIATION

Half Day Workshop, 9:00am to 1:00

30 Minutes: Welcome Back, Review and Overview the Day

90 Minutes: Conflict and Critical Conversations, Practice

60 Minutes: Action Plan—Build a a Plan for Future Success (WORKING IN COHORT)

30 Minutes: Present your Plan and Discuss

30 Minutes: Wrap Up and Next Steps

WE SET YOU UP FOR SUCCESS:

Real-World Relevance

We talk about topics that matter most to the new manager. As it turns out, SOFT SKILLS are a lot harder than many people realize. A manager's success begins and ends with these soft skills. We show them how to improve and enjoy managing others.

Dynamic Environment

We don't do sit and get learning. Instead, we combine a variety of learning techniques that capture attention and keep it. The day goes by quickly and at the end of the session, managers leave inspired and excited to apply what they have learned.

Establish Buy In from Start

Leaders are asked to provide support for the program early and often. We offer a variety of ways to connect with managers in the program to discuss and chart growth and transformation from inside the organization.

Tools, Tools, and Tools

When a manager has a tool they are more likely to be successful. EVERY TOPIC we cover comes with a TOOL that any manager can utilize to address the goal or challenge before them.