

Active Manager Program Overview



What you'll get

Your managers will be transformed into skilled people leaders in 2 hours per month.

Outcomes

Managers will become more:

- Efficient with their time
- Effective with their people
- Proactive in their role

Leaders will get:

- 5+ hours back every week
- Focus on strategic initiatives for growth

Organizations will:

- Increase employee retention and engagement
- Boost productivity and performance
- Improve leadership skills and capability

Time commitment

Learner: 2 hours per month.

Leader coach: 1 hour, plus 15 minutes per learner per month.

Duration

12 months.

Who it's for

Managers and Leaders.

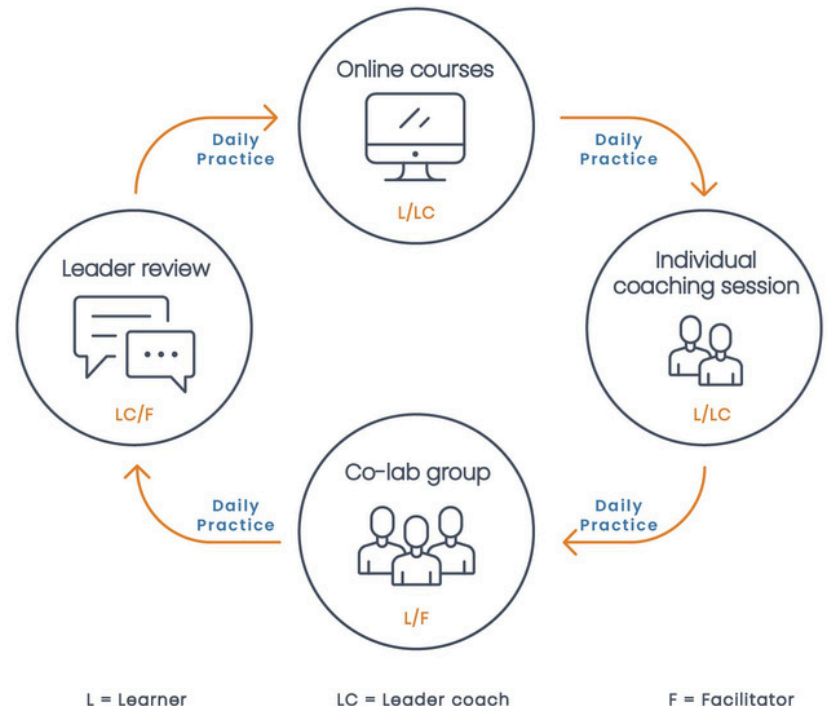




Make learning stick

“There have been moments where a team member has come out of the co-lab group and immediately implemented something from the session. Seven days later, they’re already telling me about their results, rather than just what they’ve learned.”

– Dane Bonnici, COO,
Urgent Couriers



Watch the Active Learning System animation > tbco.at/als

Develop their skills through daily practice in their jobs over 12 months.

Online course (20 to 30 minutes)

Learners start by doing a self-paced short course made up of conversational videos and a workbook. They choose a skill to practice immediately, applying learning in their daily work.

Individual coaching session (15 minutes)

Learners meet with their Leader Coach, usually their manager, for a coaching session. They discuss learning and progress, making it relevant to their job.

Co-lab group (60 minutes)

Learners meet with 5 to 7 colleagues and our trained facilitator to share their learning and practices. They support and challenge each other, deepening the learning.

Leader review (15 to 30 minutes)

Leader coaches meet with the facilitator to review learner's progress and get feedback on their coaching, creating great alignment.

Active Coach Playbook (20 to 30 minutes)

Companion program for leader coaches to summarize content and provide prompts for better coaching.



Managers get breakthroughs on our program – they take leaps in performance that are permanent and substantial. More important, they take their team with them to the next level.

What's covered



Active vs reactive Understand how you currently operate and how Active Management can make you more effective with less effort.



Manage your capacity Free up 25% of your time and use that freed up time to work on high value activities that you currently don't have time for.



Working with your team Get a new way of thinking and managing your team, greater clarity among team members, and understand how your style interacts (or not) with others.



Meeting magic Make your meetings an efficient and effective means of keeping your team moving in the right direction by learning the key skills for facilitating a great meeting.



Lift your game Create time to work on important things, drive completion of new activities and initiatives, and move your team and the organization forward.

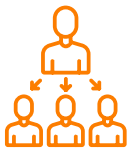


Clear communication Develop your communication skills, speaking clearly and listening closely, and your colleagues will understand you better and feel heard.



Difficult conversations Learn techniques for how to hold yourself in difficult conversations, and to make these conversations productive and constructive.

**“Build a team
who bring
energy, skill
and initiative
to their work.”**



Smart delegation

Learn the skills of smart delegation and you will free yourself for higher value work, create space to make a bigger contribution and build the capability of your team.



Coaching

By developing your coaching skills, you'll become a more confident coach – motivating and enabling your people to do and be more.



Better decisions

Make better decisions and have more confidence and ownership of decisions. Develop your team's ability to solve problems and make good judgements without your involvement.



Developing your people

Get the best from your people and be a leader with whom people want to work. Connect with your people, reduce staff turnover and motivate your experienced team members.



Next level

Refresh your memory and reflect on the skills you've learned, see where there's room for improvement, and plan to take your development to the next level.

“My operations team are very good engineers, but they can see things as black and white. The Breakthrough Co is teaching them to paint with color, to see things from different perspectives, which is delivering benefits business-wide.”

– Graham Buchs, General Manager, ITSS Engineering



Get to know us

The Breakthrough Co partners with organizations to transform how people lead, building practical leadership skills that grow leaders and change lives.

We deliver our programs through a network of Breakthrough-certified partners.

thebreakthrough.co

Get in touch

Management training that sticks.