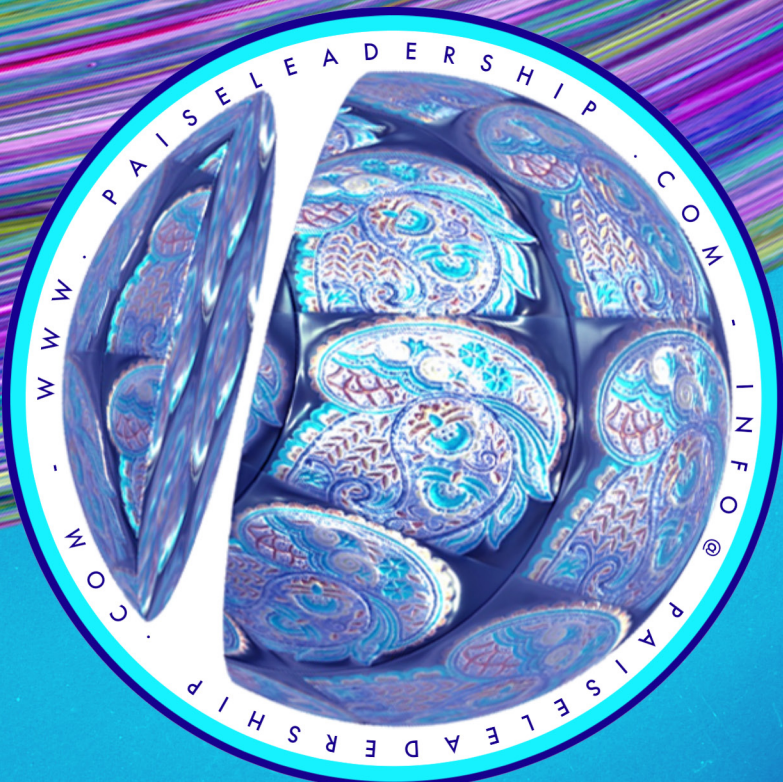


THE FIRST-TIME MANAGER INTENSIVE™

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PAISE LEADERSHIP

PEOPLE ACHIEVING IMPACTFUL SUSTAINED EXCELLENCE

THE FIRST-TIME MANAGER INTENSIVE™ PROGRAM OVERVIEW

The First-Time Manager Intensive™, is THE premier program dedicated to building the foundational skills to transition strong individual contributors to great managers of people. The program has been meticulously engineered from the ground up to build managers who successfully grow high-performing teams built on the foundation of trust-filled relationships.

This is a small group virtual classroom with live teaching, self-assessments, individual and group coaching, and a plethora of tools to use day-to-day as a leader. Managers of every participant have reported an increase in overall confidence leading the team, ability to resolve conflict, and giving constructive feedback.

If you are looking for real, long-lasting results, this is the program for you.



OUR COURSE PARTICIPANTS REPORT A...

BUILDING TRUST-FILLED TEAMS

77% increase in clarity on the different methods to build trust with their team



47% increase in understanding of their areas of strength and opportunity with Emotional Intelligence



23% increase in confidence to approach a majority of emotional situations with a growth mindset

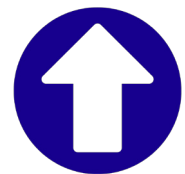


69% increase in clarity on the tools available to help the team move to the next stage of team effectiveness

28% increase in confidence to resolve conflict within your team

CULTIVATING INTENTIONAL LEADERSHIP

71% now have a clear, intentional leadership brand their direct reports can describe



52% increase in understanding the components necessary to effectively deliver feedback

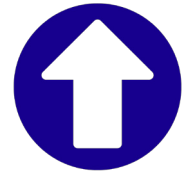


47% increase in confidence to deliver meaningful feedback



47% increase in ability to flex their leadership style based on the situation

32% increase in ability to prioritize and appropriately action email inbox items



24% increase in understanding of the types of responsibilities that can be delegated

SESSION TOPICS

SESSION 1: Transitioning to Manager

SESSION 2: Defining a Team and Your Role as Manager

SESSION 3: Building Trust

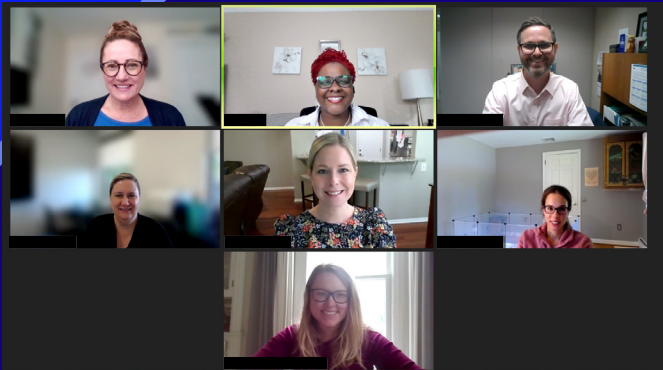
SESSION 4: Developing Your Leadership Brand

SESSION 5: Feedback, Coaching and Conflict

SESSION 6: Emotional Intelligence

SESSION 7: Prioritization & Delegation

SESSION 8: Bringing it All Together



COURSE FORMAT

The program consists of a program kickoff call followed by eight (8) bi-weekly live, virtual (Zoom) sessions. Sessions are 90-minutes in length with one (1), 4-hour workshop. There are assignments between sessions for participants to complete to enhance the virtual classroom.

More information on the specific session dates can be found on the course website. (paiseleadership.com/first-time-manager-intensive)



KEY PROGRAM BENEFITS AND FEATURES



EXPERIENCED INSTRUCTORS

Our instructors have led and coached a variety of teams (large, small, virtual, traditional, cross-functional, hybrid)



SMALL COHORT

Small group (max 12 participants) approach to work through real-world challenges



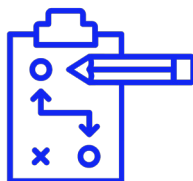
SELF-GUIDED PROGRESS

Self-guided assessments and activities to help identify current leadership skills and gaps



EXECUTIVE COACHING

1:1 Coaching Session to provide individualized support on specific challenges



90-DAY ACTION PLAN

90-day plan complete with instructor and manager accountability for maximum practical application



MANAGER PARTICIPATION

Manager participation at kickoff & graduation, to support participant learning



VIRTUAL MEETING ROOM

Participants can join our virtual sessions from anywhere



ACCESS TO RECORDINGS

Watch the replay of a session for continued learning or if a session is missed



MEMBERSHIP SITE

Access to tools and templates for use in the program and beyond, group discussion forum

WHAT OUR PARTICIPANTS SAY



“Melva is an amazing facilitator and gives you the tools needed to take on a new manager role. The material is relevant, and examples keep everyone engaged and wanting more. The PAISE Leadership The First-Time Manager Intensive™ is a must do for any new leader. Melva truly has a gift when it comes to developing people. Thank you for the opportunity to participate in the program.”

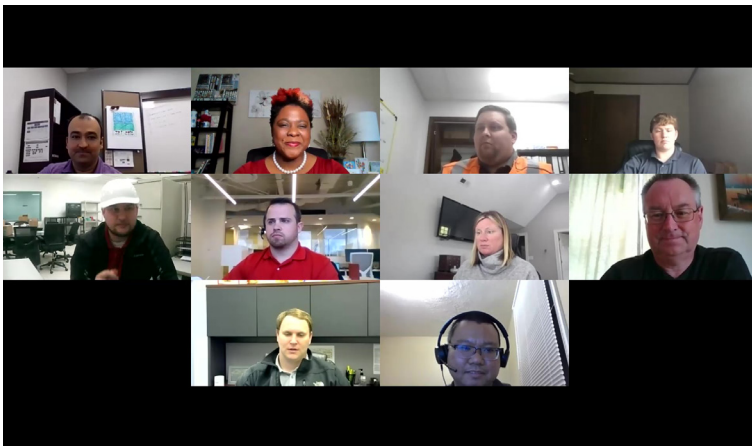
Latrice Johnson
Operations Manager, Colgate-Palmolive



“When taking on a new role, I wanted to help the team navigate the shift quickly and effectively. I was able to gain 4 hrs/week in efficiency using conflict resolution techniques that increased the team’s collaboration and trust, ultimately improving our ability to navigate the organization. The program was a great investment of my time - highly recommend!”

Heavenly Johnson
International Marketing Manager, Facebook

WHAT OUR MANAGERS SAY



“This program provided a chance to experiment and through support, raised confidence that my new manager was doing well in his new position.”

Manager of a First-Time Manager Intensive™ participant

“I’ve seen improvement in my manager. There has been some non-performance in a member of their team. I’ve seen it sporadically get better, but through this program I’ve seen it get better and STAY BETTER.”

Manager of a First-Time Manager Intensive™ participant

“[My Manager] is more engaged with his team. He looks for opportunities to improve performance through the techniques outlined in this course. He is making decisions a manager would make.”

Manager of a First-Time Manager Intensive™ participant

STUDENT TAKEAWAYS

“Building trust with your team is one of the most important responsibilities of a manager - I can do this by being honest, doing what I say I will do, and having clear conversations with my team.”

“I am excited to apply learnings from the New Manager Scorecard--paying special attention to the 1-3 rank criteria as areas of opportunity for me to grow in my leadership!”

“There is no right or wrong leadership style but it may be important to balance your own leadership style with a complimentary leadership style among/across other team members/ support your own leadership gaps with the leadership strengths of others.”

“It was very helpful to think though what it means to “teach” versus “coach” and discuss where that comes into play as teams navigate the different maturity phases.”

“I felt it was beneficial to think about how to leverage the strengths of my current team from the Team Effectiveness Survey as opportunities to build on areas of relative weakness.”

“My main take-away is how to handle conflicts using the recommended template. The practice also ensures that I can do it when the time comes. Learning different conflict style also helps me aim for collaboration as much as possible.”

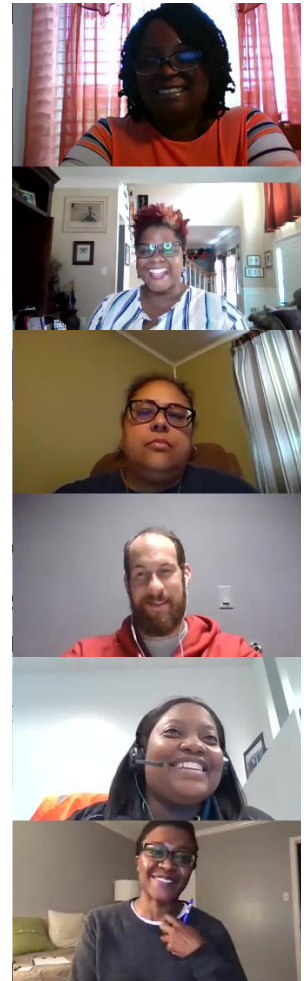
“I plan to use the What’s working and what’s missing feedback method to provide valuable feedback to my team that hopefully keeps them engaged and motivated.”

“It can be helpful to follow a coaching model to draw out what type of feedback or support is needed and to use open-ended questions to drive engagement and problem solving.”

“The curriculum made me realize some short comings I have with EQ and will help me build on my relationship management. The emotional intelligence quiz was a good tool to get an understanding of how I think I am performing and can help influence my decisions in the future.”

“Priority adds value. If it doesn’t add value, it’s busy work.”

“I thought the 5 questions before delegating was the most personally useful topic covered in this session. These are questions that I subconsciously processed in the past, but I didn’t step back to think on them. Having them explained will help me in the future, especially when under pressure to more effectively delegate.”



COMPANIES OF PAST PARTICIPANTS



INVESTMENT PATH

PATHWAY 1: ONE-TIME INVESTMENT

1-3 Leaders	Full Price
4+ Leaders	10% Off each registration

PATHWAY 2: ONGOING INVESTMENT

Become a PAISE Leadership partner or executive sponsor by embedding this experience into your high-performance succession plan.

Make The First-Time Manager Intensive™ experience available on a continuous basis for executive and upcoming leaders. Secure space(s) in every cohort. revisit your investment annually, rather than revisiting throughout the year.

PATHWAY 3: PRIVATE COHORT INVESTMENT

Customize a cohort internally for your leaders and bring PAISE Leadership in-house for 8-12 leaders.

Invest in a cohort of internal talent for individual growth and a shared experience. Customize the experience to fit your company's culture, strategic priorities, and unique needs. Support your pipeline of leaders with development that results in real behavior change and impact. Internal participants gain access to the full alumni network post-experience.

All registrations are final. There are no refunds/chargebacks for non-participation or cancellations for any reason. You may transfer your registration to another person up to two weeks prior to your program. If you provide PAISE Leadership with less than two weeks' notice, you will be liable for the entire program fee.

PAISE Leadership is a boutique leadership coaching and consulting firm based in the Atlanta metro area. We help CPG companies grow EXCEPTIONAL midlevel managers who lead intentionally and build trust-filled teams. Our proven leadership approach has helped hundreds of leaders at companies like General Mills and Sara Lee Frozen Bakery increase their overall confidence, influence, and leadership effectiveness by at least 20% within 90 days.

WE GUARANTEE SIMILAR RESULTS.

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