

**[With Computer-Based Simulation]****Overview |**

The transition from an individual contributor to a manager has never been easy. But organizations are discovering that new managers - when provided with the right competencies and skills - can create high performance groups that achieve business results. Today's managers need more than good ideas about management behaviors, they need strategies, processes and tools to help maximize their team's performance. The program developed for new managers is based on recent research and best practices. In the program, new managers will have a chance to experience the day-in-the-life of a manager within a learning environment, through the use of a computer based simulation. This helps to reduce the time taken for building skills. They will experience managing a team, handling people problems, conflicts, and setting goals to focus their team.

**Simulation Overview |**

The Essentials of Business Leadership™ simulation gives participants an opportunity to experience the role of managing before they learn content and best practices. In teams, participants face a series of simulated events, and make a variety of decisions. Through these decisions, teams explore management issues, which are used as examples and discussion points throughout the course.

**Learning Objectives |**

- Engage in the right behaviors to manage a team.
- Choose appropriate decision-making methods through a structured process.
- Understand short and long term results of their decisions and how they impact the individual, team and organization.
- Align team goals with organizational goals and vision.
- Create an environment that is motivating for the team.
- Facilitate work through other people.
- Able to manage performance and effectively provide feedback.
- Build action plans in order to facilitate personal effectiveness.

**Methodology |**

The approach is to use an interactive computer based simulation and debrief, large and small group discussions, role plays, case study analysis, and action planning in order to ensure an experiential approach to learning. In addition, some of these case studies will be tailored to typical management situations encountered and which will be discussed and dealt with within the program.

**Target Audience |**

- Anyone who leads a team and handles people problems, conflicts etc. would like to manage a high-performance team.
- This workshop will also be suitable for supervisors, team leaders and anybody who involved in people management roles.

**Course duration |**

3 days