



Building for the future: Strategies for nurturing and developing new line managers

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Agenda

1	Welcome, New Manager!
2	Expectations
3	Support
4	Continuous Learning



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Welcome, New Manager!

EXPECTATIONS

- Identify challenges
- Provide clarity on upcoming challenges
- Anticipate development needs
- Offer support

SUPPORT

- Provide training and mentoring
- Provide tools
- Support tailored to challenges
- Develop the mindset

CONTINUOUS LEARNING

- Ongoing mentoring
- Create a program dedicated to managers
- Share regular feedback

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Clarity on expectations is paramount. Be opened regarding expected challenges.



Change in responsibilities

Changing responsibilities consequently means new skills and new managers might struggle adjusting to the new responsibilities.



Transferrable skills

- Technical expertise → *technical support*
- Communication skills as study lead → *adapt to different personalities*
- Organizational skills developed on study work → *managing various tasks*
- Prioritization and problem-solving → *prioritize and handle unforeseen situations*



Team management

- Engaging, motivating and coaching
- Listen and understand their goals, motivations and struggles → support their professional development and create tailored solutions
- Familiarize with local laws and HR processes



From peer to manager

Managing peers might cause some discomfort, but with developing an essential mindset and behaviors, this challenge can be overcome.

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Your new line manager is not alone.

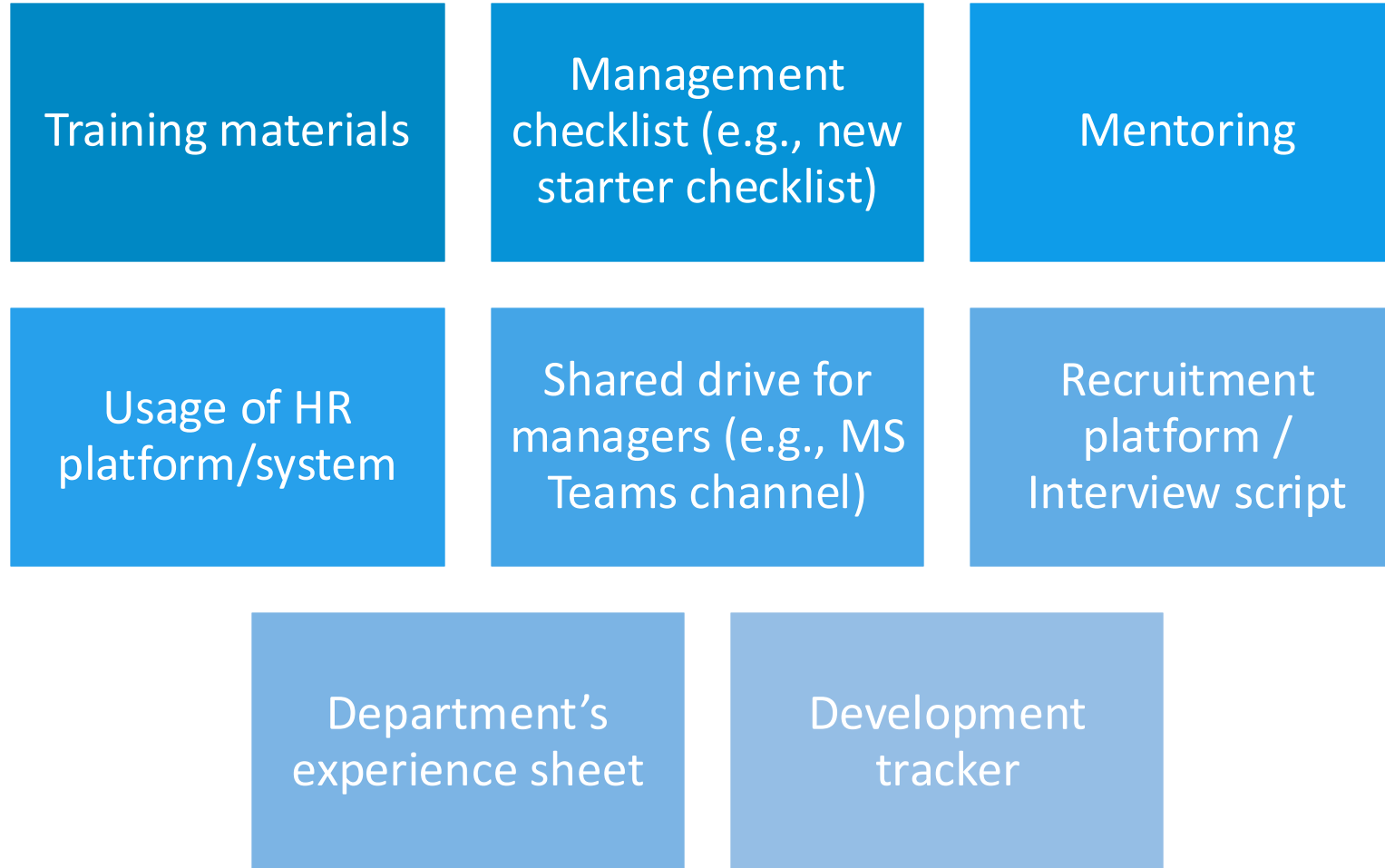
Manager's manager

- Be available to offer support
- Guide them to develop the right mindset and encourage them to maintain their authenticity
- Adjust your support to faced challenges
- Provide tools, training and mentoring
- Anticipate challenges.

New manager

- Understand there is a learning curve.
- Listen and learn
- Take the time to get to know each employee
- Maintain frequent communication with your direct superior and seek for support
- Be authentic

Providing support with available trainings and tools are paramount in the development of a new manager.



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Forming New managers is beyond a one-off training.

Manager's
knowledge
sharing forum

Available
training
materials

Mentoring /
coaching

Regular follow-
up

Regular
feedback

Debrief
situations with
new managers

Allow them to
learn from
mistakes

Developing new managers is a journey, which requires **continuous support** and **commitment**.

With **the right training, mentoring, available tools** and **sustained effort**, you develop your companies next leaders.

