

PROGRAM OVERVIEW

The program is designed based on practical know-how and the symptoms exhibited in different sizes of organizations with a varied range of maturities.

The program design considers the different 'management' audiences in an organization with varied practical hands-on experience and groups the audience accordingly. From New in Career managers, to the Seasoned Managers and finally the managers who will be on track to become emerging leaders.

Why middle management is a pivotal priority for winning organizations?

Over the years, studies of management have talked about the criticality of the mid-management tier of any organization. Books, studies and research have emphasized the enabling power of this group who play the combined role of doing and leading. The focus of this has direct impact not only on the day to day operational effectiveness of organizations, it translates into bottom line success as well.

Companies that have been able to create the right environment of learning, leveraging each other and prioritizing the capabilities required in each stage of learning have built more sustainable success. With the challenges of market competitiveness, organizations are continuously looking for ways to reinvent themselves, look at ways of being more efficient and more connected to their end goal. Organizations are continuously challenged with keeping teams more connected, aligned and engaged. This is the key role of the middle managers.



Step by step learning process aligned to the learning needs and objectives of each seniority stage



Uplifting skills that lead to creating clear development objectives that drive performance and career progression through meaningful conversations



A robust pipeline of skills that bring succession planning to life



The methodology of the program is built on 6 key manager competencies:

- Attract, hire, onboard and retain
- Manage performance of team against set measures; reward accordingly
- Culture building/culture evolution
- Understands capability gaps and develops the team accordingly
- Clearly message/cascade objectives/strategy - build engagement and align the team
- Self-aware, seeks feedback and focuses on self-development

The program is designed based on a blended learning experience that is offered in different modes of learning:

01: Many

Classroom sessions are delivered from a learning catalogue that is aligned to the needs of the organization and selected accordingly. A bespoke catalogue is developed based on the organizations needs and maturity.

01: Few

Project based learning circles are created, aligned around real business challenges facing the business; project teams are created who come up with specific milestones and deliverables.

1:1

Our 1:1 offerings are delivered in two modes: through a peer coaching technology lead offering, where the learner is matched with an internal coach interested to help develop the required skill set and close the learning gap. An eLearning platform that helps inform the learning journey essential for the specific stage of learning.



The program will provide insights to:

PROGRAM

- A pre-self-assessment that creates clear measures of success from start to end
- Learning that is practical and aligned to the skills and capabilities required by the organization
- Blended learning that provides the advantage of theory, project based hands-on learning, coaching, as well as eLearning modules.
- A post learning assessment to measure progress

01: Many

Entry

- First time manager competency model
- Hiring for potential and team fit
- Situational Leadership
- Building innovation in your team
- Providing feedback
- Having career conversations
- Coaching vs. mentoring
- Day to day coaching

Seasoned

- Developing listening and questioning skills
- Situation Leadership II
- Lead and engage the team
- Attract and select: recruit effectively
- Building a performance culture in the team
- Rewarding effectively
- Building a team culture
- Identifying and Managing HIPOs

Emerging Leader

- Managing senior talent
- Building high performing teams
- Managing organizational success
- Enabling company culture
- Driving change
- Building digitally ready leaders
- Story telling





01: Few

Project based learning circles that focus on building x-team dynamics, effective collaboration and driving impact. Building a sense of community will elevate the level of trust and desire to make each other succeed

1:1

Coaching: Facilitated on a platform that will facilitate the identification and match-making of coach to coachee, will allow for effective reporting and data analytics of the level of engagement of the users of this tool.

eLearning: A platform that offers a select set of learnings aligned to the organization's needs and the stage of learning.

The above topics are samples of a recommended set of offerings for each stage, not the exhaust list of what we offer. A bespoke program design of each stage will be aligned to the learning needs of each organization.



PROGRAM IMPLEMENTATION

The following activities will be implemented before, during, and after the program:

Before

Assessment – competency-based assessment to evaluate the strengths and gaps of each individual.

During

Ongoing monitoring of progress against a set of criteria

After

A 360 Assessment will be run for each participant in the Seasoned and Emerging Leader stage

Who is this program designed for?

- Supervisors, team leaders and managers with at least one direct report.
- Responsible for delivering results through others
- Any new joiner in the capacity of supervisor, team leader or manager, even if they come with previous experience

Additionally:

- For the seasoned stage, would need to have completed the 'entry level' of learning
- For the Emerging Leader stage, would be earmarked for a potential Manager of Manager, Director or Broad Business Leader role.

Program Roll Out: Based on the needs and discussions had with each client, a bespoke format will be formulated accordingly.





Nermeen Amr

Nermeen Amr is a freelance Learning & Organizational Development Consultant, following 13 years in the multinational world. Nermeen was the Regional Head of Learning & Development at Mars INC. for almost a decade. She brings years of experience working with management teams & leaders in a variety of ways –Strategy setting, coaching, leadership development, team member development, team engagement, employee engagement survey action planning, and Change Management. Her experience also includes High Performance development for teams, working with highly diverse cross functional teams spread out over a variety of locations.

She also co-championed and led the Global Mars Make The Difference Recognition program, with the Mars Global Engagement Director for several years working directly with the Mars Family.

Nermeen holds a Masters in Business Administration with a Marketing major. She is also a certified Holistic Life, Career & Executive Coach, MBIT (Multiple Brain Integration Technique) Coach, Lominger Voices 360 Coach, Certified Prosci Change Management, Situational Leadership and MBTI practitioner.

Nermeen is firm believer that true leadership happens, when it starts and unfolds from the heart.

Somaya El Sherbini

Somaya El Sherbini is a Senior Consultant with 25 years' global experience in Corporate organizations.

Somaya has worked with a variety of teams, ranging from sales, marketing, retail, IT, operations and Engineering. She worked in a number of countries with teams and groups, varying in size and complexity. During her 18-year career at Microsoft, Somaya was responsible for individual markets, and managed wide spread teams, in a functional capacity, across the Middle East, Turkey, India and Africa regions.

Currently, Somaya works with organizations to help understand their needs and provides recommendations on the best models that would drive the biggest impact. She is a certified Human Resources and Compensation Professional, an MBTI practitioner, a 360 Assessor and Accredited Microsoft internal Coach.

She sits on a number of boards of SME companies and actively engages with Endeavor as a Mentor.

Anda Bog

Anda is a senior consulting professional with 25 years exposure to various industries and functions from an HR/sales perspective. Specialising in Executive Search and Coaching, Anda has conducted hundreds of searches and coached senior individuals. Passionate about helping individuals and businesses refine and reach their goals and has a solution focused approach to business. She has a keen interest in working with and within multicultural teams, using her experience gained while living in Romania, Portugal, Turkey, France and Switzerland.

