



HR & Future of Work

Leadership for New Managers in Government

TRAINING

Skills and Practices to Hone Your Leadership, Build Credibility, and Kickstart Your Managerial Career



Facilitated by
PRIYA SODHA
Executive Trainer & DEI Professional

Online

Modules 1 & 2: Tuesday, October 24, 2023

Modules 3 & 4: Tuesday, October 31, 2023



PUBLIC
SECTOR
NETWORK



Certified
Corporation

Key skills to help you transition from a specialist team member to an inspiring team leader

Are you a new manager and finding it hard to adjust to managing a team?

Were you a high-performing specialist and presently find yourself struggling with the feeling of a loss of control that comes with managing other people?

Do you find yourself stuck when it comes to creating accountability, credibility and trust among your former peers?

If you answered yes to one or more of these questions, you are not alone. According to a recent study:

- 26% of first-time managers felt they were not ready to lead others to begin with.
- Almost 60% said they never received any training when they transitioned into their first leadership role.

This course is a perfect kick-start to your management career. It has been developed for new managers and will help you transition from teammate to a highly capable and successful leader. With a mix of management principles, coaching and motivation, practical operational managerial tasks and interactive group exercises – this course will provide you with actionable skills that enable you to mitigate the challenges of being a new leader.

You will learn ways to build credibility and trust, you'll discover how to cultivate positive workplace relationships, provide direction and motivate your team with clear objectives in mind. You will also learn about different leadership approaches and gain clarity and insights on what you need to adapt to be successful in your role.

Key Learning Objectives

- Identify the obstacles faced by new managers and navigate steps that you can take to overcome them
- Learn how to build trust and credibility with clear and effective communication
- Understand how you can motivate your team with collaborative goal setting
- Gain insights on how to deliver constructive feedback and create accountability
- Start building your leadership brand and set up an ongoing development plan
- Create a positive work environment that delivers greater employee wellbeing

Who Should Attend

This course is designed for individuals who have recently transitioned into a managerial role or are preparing to do so. This may include: Newly Promoted Managers, Emerging Leaders, Junior Managers, and Supervisors or Team Leads.

Meet Your **Facilitator**



Facilitated by
PRIYA SODHA
Executive Trainer & DEI Professional

Priya Sodha, Executive Trainer & DEI professional, has been facilitating transformational workshops and trainings for over 10 years. Priya specializes in leadership development, communication, diversity, equity and inclusion, and people-focused leadership; and is passionate about this work because she truly believes in human connection. Priya has served as a DEI Coach, trainer & consultant for companies such as BetterUp, Assemble, NPower, California Rec & Park and more.

Prior to corporate training, Priya earned her Master's in Organizational Change Management at The New School, in New York City and a BA in Sociology at California State University of Long Beach, where she specialized in interaction and group relations. Her work has led her to serving as an Executive Director for the Youth Business Alliance & Director of DEI at a California based Community College.

Priya is a Certified Professional Group Coach and holds a certificate in Diversity, Equity, and Inclusion from Muma College of Business. She is also an active #IamRemarkable Facilitator, a Google initiative where she speaks on the topic of self-promotion in the workplace and most recently spoke at The Women of Silicon Valley Conference on DEIB in the workplace. In her most recent work with educationbased colleges in CA, she was highlighted as a trainer "who cares her participants, which is seen through her engaging content and applicable activities during her sessions."

Priya currently lives in Southern California. Fun fact: When Priya is not working, you can find her teaching Zumba/Yoga.

Preparation

This training session is highly interactive with group activities about and discussions throughout. Come prepared with some current challenges you are facing in your organization.

To participate you'll need:

- Computer with a camera and microphone
- Strong internet connection
- Quiet, well-lit space
- An open mind and readiness to engage both internally and in groups

Registration

Extra Early Bird	Early Bird	Standard Price
Register by July 31, 2023	Register by August 31, 2023	
\$595 USD	\$750 USD	\$895 USD

CLICK HERE TO REGISTER 

Additional discounts are available for group registrations of 10 or more.

For group discount inquiries, payment inquiries or custom training solutions please contact register@publicsectornetwork.co

10:00am ET Training Overview, Objectives and Icebreaker

Module One - Leadership and Management

10:15am ET **Understanding Different Leadership Styles and Their Impact**

- What kind of leader do you want to be: Understanding how you wish to be perceived and received?
- Unpacking different leadership styles and their impact on productivity, motivation and well-being
- Identifying your strengths and leaning into them as a leader
- How to adjust your approach for the situation at hand

11:00am ET **Management VS Leadership**

- Understanding the difference between management and leadership
- Adapting good management principles to facilitate strategic leadership
- Mastering management essentials to kick start your leadership journey

11:40am ET **Break**

Module Two - Transitioning into a Leadership Role

12:00pm ET **Unpacking Common Challenges Faced by New Managers**

- Mapping out the challenges and obstacles faced by new managers
- Addressing the added complexity of working with hybrid and remote teams
- Preparing and planning ahead to overcome the challenges ahead
- Avoiding the common traps such micromanaging

12:40pm ET **Transitioning from Team Member to Team Leader**

- Recognizing differences and clarifying responsibilities
- Adapting to the change in scope and depth of responsibilities and role
- Going from colleague to boss: The Do's and Don'ts

1:20pm ET **Debrief and Q&A**

1:30pm ET **End of Day 1**

10:00am ET Training Overview, Objectives and Icebreaker

Module Three - Elevating Your Team

10:15am ET Management Essentials for New Leaders

- Managing yourself to be a better leader
- Creative decision-making and problem-solving

11:00am ET Building Trust and Credibility

- How to communicate to build trust
- Building credibility in your team
- Cultivating a positive work environment

11:30am ET Break

Module Four - Cultivating Productivity

11:50am ET Goal-Setting and Motivating your Team

- Effective methods for staff motivation
- The importance to setting clear goals for operational outcomes
- Understanding the different personality types on your team

12:30pm ET Giving Feedback and Holding People to Account

- What is constructive feedback and how to apply it in day-to-day interactions
- Dealing with challenging situations

**1:00pm ET Breakout Group Activity:
Planning the Next Steps of Your Leadership
Development Journey**

- Identify your strengths and weaknesses
- Setting your goals and priorities
- Practical next steps

2:00pm ET Closing Remarks

2:10pm ET End of Day 2