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Rising Stars Programme

Benefit: maximising effectiveness of new managers quickly – and preventing costly failures of newly promoted managers, thus freeing up established leaders to lead.

Introduction: Successful corporations always have a group of “rising stars” – those who are crucial to the day-to-day working of the organization and who are judged to be its future leaders. The question is, “How do we take those ‘managers’ and turn them into leaders, without disrupting their day-to-day contribution?”

For: Middle managers who have been identified as potential leaders. They will have significant skills within their discipline, but now need the broader and softer skills to lead cross-disciplinary teams successfully. This workshop has been successfully carried out for groups of up to thirty.

Purpose: These rising stars are at a crossroads in their careers, and in their contributions to the company. They are identified as potential leaders but do not yet have fully-formed leadership skills. Getting them over this hurdle without formal training in these key skills is fraught – and many may fail without the “kick-start” that the programme provides.

Objectives: The programme helps these potential leaders to understand quickly the processes of managing more effectively – thus freeing them up to lead, the second set of skills contained in the programme. In turn, this breakthrough in skills and, most importantly, attitude and approach, frees *their* leaders up to develop and lead the business with a long term perspective, rather than using resources to manage these rising stars.

Approach: As practical as possible, given any constraints on time or numbers. As many exercises as are possible is fitted in, according to the needs of the group.

Duration: Two days

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