

## Manager Essentials – Program Overview

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**Be intentional to be exceptional.** Employees are often promoted to manager because they are highly competent at what they do, and organizations assume that these new leaders will continue to perform at the same level in the new role. It's no surprise that 60% of new managers fail in their first two years! Organizations often fail to recognize and acknowledge the transition from individual contributor to managing others. HRD can help.

The pivotal transition from individual contributor to manager must involve the development of new competencies. To set new managers up for success, they must have the opportunity to explore and grow into these new skills. Simply put, new managers need the playbook for success. Our **Manager Essentials** program is built on the Manager Success Wheel. We begin with self-exploration, then shift to relationship-building with team members, and progress to maximizing effectiveness by growing team members to get results. Training outcomes for the Manager Essentials series are vast, impactful and unique to each participating manager.

