

Role of the New Manager

Prepare new managers to lead
with confidence, clarity,
and accountability



READY TO BECOME A MANAGER?

Build confident, capable managers who lead people, deliver results, and **meet organisational expectations**

Moving from an individual contributor to a managerial role is one of the most critical transitions in any organisation. *New managers are often expected to lead teams, make decisions, and deliver outcomes with limited preparation.* Without a clear understanding of their role, this transition can lead to uncertainty, stress, and inconsistent performance.

This programme helps new and emerging managers understand what is expected of them as managers and leaders. It provides practical guidance on planning work, organising tasks, leading people, and making sound decisions – enabling managers to perform their role with confidence and credibility.

WHY THE ROLE OF THE NEW MANAGER MATTERS

In modern organisations, management capability directly impacts team performance, engagement, and results. Without a strong foundation, new managers may experience:

- Uncertainty about their responsibilities
- Difficulty balancing leadership and management tasks
- Challenges in communicating expectations clearly
- Inconsistent decision making
- Reduced team trust and performance

The Role of the New Manager equips participants with practical tools and frameworks to manage teams effectively, meet organisational expectations, and lead with confidence from the outset.

PROGRAMME OVERVIEW

The Role of the New Manager helps participants understand:

- The transition from employee to manager
- The difference between management and leadership
- The key responsibilities and expectations of a manager
- How to plan, organise, and allocate work effectively
- How to communicate clearly and lead teams with confidence
- How to make decisions and solve workplace problems
- How to monitor performance and provide constructive feedback

Participants learn how to balance operational management with people leadership, applying practical tools that support day-to-day management responsibilities.

The result:

More confident managers, stronger teams, and improved organisational performance.

Management is not about control.

It is about clarity, responsibility, and enabling others to perform.

Accredited and **quality assured**

What this programme Prepares you to do

The Role of the **New Manager** equips professionals with the capability to step confidently into a managerial role, understand their responsibilities, and lead teams effectively.

The programme focuses on real-world application, ensuring participants can apply management principles directly within their teams and organisational context.

PARTICIPANTS DEVELOP THE CAPABILITY TO

- Understand the responsibilities of a manager versus a team member
- Transition confidently from employee to manager
- Balance management tasks with leadership behaviours
- Plan, organise, and allocate work effectively
- Communicate clearly with different personality types
- Make sound decisions and address problems calmly
- Monitor performance and provide constructive feedback
- Build trust and credibility as a manager

OUTCOMES FOR PARTICIPANTS

- Perform confidently in a managerial role
- Lead teams with clarity, structure, and authority
- Apply practical management tools in daily work
- Communicate expectations and feedback effectively
- Make informed decisions under pressure
- Support team performance and development
- Build trust and professional credibility as a manager

Programme structure and **delivery options**

Programme Duration

8 learning hours

Delivery Format

Instructor-led (online)
Subject Matter Expert

Flexible Delivery

Adaptable for organisational requirements and team-based rollouts

Organisation Bundles

Organisational packages and volume discounts available

Instructor-Led Delivery

Every training unit is delivered by subject-matter experts with real-world professional and organisational experience – ensuring learning is practical, relevant, and immediately applicable.

HOW LEARNING IS APPLIED

This programme focuses on applying management and leadership principles to real workplace situations, where clarity, communication, and decision making directly impact team performance.

Participants work through realistic scenarios and exercises that reflect the challenges faced by new managers, ensuring learning translates into confident action – not theory.

PARTICIPANTS EXPLORE

- ✓ Transitioning from individual contributor to manager
- ✓ Clarifying managerial responsibilities and expectations
- ✓ Planning, organising, and prioritising work
- ✓ Leading teams and managing dynamics
- ✓ Making decisions and solving problems effectively
- ✓ Monitoring performance and supporting team development

THIS PROGRAMME IS DESIGNED FOR

- Newly promoted managers
- First-time managers and supervisors
- Employees preparing for a management role
- Organisations seeking consistent management capability

COURSE PREREQUISITES

No prior management training is required.

The programme is suitable for newly appointed managers, first-time managers, and employees preparing for leadership roles.

PROGRAMME DELIVERY

- Instructor-led delivery by subject-matter experts
- Online formats
- Practical and interactive sessions
- Real-world scenarios and exercises

WHAT THIS TYPE OF TRAINING DELIVERS

Immediate Application

Apply management tools directly to real team situations.

Management Confidence

Lead with clarity, authority, and accountability.

Stronger Teams

Improve trust, communication, and performance.

Clear Expectations

Understand and meet organisational management standards.

The result:

More capable managers. Stronger teams.
And leadership that delivers consistent, sustainable performance.

COCREATE TO ACTIVATE™

CoCreate to Activate™ is Maximus Academy's four-step method for building skills that last—not just in the classroom, but inside real organisations operating in fast-moving, high-demand sectors across the region.

Turning capability into national outcomes.



ASSESS

Understand the real operating world

What this Ensures

- Skills that match global industry demands, not generic international templates.



DESIGN

Build training that fits the sector

- Immediate operational impact, because training is built around real sector challenges.



DELIVER

Teach through Saudi SMEs and practitioners

- Lasting organisational capability through the adoption of performance-driven tools and behaviours.



SUSTAIN

Embed the change inside organisations

It is the difference between training individuals and equipping an entire workforce with the capabilities to perform, adapt, and deliver at scale.



Register for the course through the QR code

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Training that fits your world

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