

Mate to Manager: The Next Step

A six-part series designed to follow on from the one-day Mate to Manager program

This leadership for highly effective teams program is focused on developing confident, capable leaders who inspire others to perform at their best and drive excellence across their teams. Participants will strengthen their ability to make sound decisions, lead with confidence, embrace challenges, and foster a culture of innovation, courage, accountability and continuous self-improvement, while maintaining a strong focus on customer outcomes and organisational success.

Built around the proven 70/20/10 learning model, the program goes beyond theory to deliver practical, workplace-focused learning that supports lasting behavioural change. Participants will have opportunities to apply new skills, reflect on real experiences, and grow their leadership capability throughout the program.

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Delivered monthly or as required and complemented by a series of two-hour virtual group check-in sessions, these collaborative sessions provide a valuable opportunity to share insights, discuss challenges, celebrate progress, and embed key learnings alongside peers from across the council.

The six workshops to be delivered at your council are:

Day 1: Leadership Behaviours and Styles

Day 2: Emotionally Intelligent Leadership (*Includes a DiSC Leadership Profile*)

Day 3: Communicating as a Leader

Day 4: Empowering Teams

Day 5: Performance Motivation

Day 6: Continuous Improvement

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Audience

- Supervisors
- Managers
- Senior Leaders
- Team leaders

Workshop details

Delivery: In-house or virtual.

Duration: 6 x 1 day workshops with 6 x 2 hour virtual check-in sessions

Class size: Max 15

Price: On request

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Learning Outcomes

After completing this program, participants will be able to:

- Strengthen confidence and capability to proactively manage employee performance while meeting legislative responsibilities and creating a positive, high-performing team culture. Participants will gain practical experience applying a range of performance conversations across every stage of the performance management cycle
- Develop a strong understanding of the theory, proven concepts, tools, and approaches that underpin engaging, constructive, and impactful performance conversations
- Build practical skills to successfully navigate a wide range of performance conversations, including:
 - Delivering meaningful recognition and positive feedback that celebrates achievement and encourages continued success
 - Coaching employees to unlock potential and collaboratively set clear, motivating goals
 - Providing supportive guidance and direction to help employees improve and grow
 - Confidently managing and positively redirecting responses to challenging performance discussions.
 - Adapt performance management coaching conversations to the unique strengths, needs, and circumstances of individual team members, and create practical action plans that drive ongoing growth, development, and high performance.
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