

Transitioning to Manager from Individual Contributor

Patricia Seabright



Patricia is an expert on selling influencing, presenting and communication. She has run her own consulting and training business for 8 years. During that time she has developed and honed programmes in the areas of sales, communication, negotiation, strategic influencing, and presentation skills. She has worked with clients ranging from Global corporations to new start ups.

Her expertise is founded on a successful career in sales management with some of the top global companies such as Coca-Cola and Procter and Gamble in the UK, and many years experience working with software and high tech businesses.

Her style is highly inter-active and challenging and places a great emphasis on practical applications of programme concepts.

Programme Outline

The transition from individual contributor to manager can be the most challenging shift of a career. Being a manager demands a deeper appreciation of the impact of one's style and greater flexibility in order to be able to deal with a variety of people. This program is designed to introduce prospective or newly-promoted managers in a technical environment to the concepts and skills critical to a successful assumption of leadership.

Participants will be actively engaged at every step through the use of small group discussions, on-the-job application, exercises and real-life practice sessions using situations from their corporate experience.

Programme Topics

- **The Transition Challenge**

- Balancing technical activity with management
- Individual contributor payoffs vs manager payoffs
- "Letting Go" of the old job - why is it so challenging?
- Achieving the mind-set of a manager

- **Understanding and Maximizing Your Operating Style**

- Director/Troubleshooter – Do
- Administrator/Stabilizer – Reason
- Integrator/Harmonizer – Involve
- Catalyst/Visionary - Inspire
- Understanding the strengths & weaknesses of each style
- Demonstrating style flexibility and adjusting to others

- **Delegation**

- Understanding the importance of delegation to your career
- Delegating: the art of matching people and tasks.
- The Readiness/Delegation Model

- **Management Communication**

- Marks of attentive listening
- Making powerful requests
- Speaking with purpose: how to get results through others
- Achieving clarity and commitment on assignments
- Establishing a leadership orientation

- **Action Plan for Making a Long-term Difference**