



Managing with Impact  
Delegate Information  
Pack

# Managing with Impact

Managing with Impact is Verosa's foundation management programme for junior and middle managers. It comprises a series of two, full-day, interactive training modules.

Line-managers have a huge impact on those they lead and on the results of their teams and their organisations more widely. Yet so many people find themselves promoted into roles leading teams of people, with little or no training or input on the skills and behaviours needed to succeed in these roles.

This comprehensive, highly popular and intensely practical programme provides an in-depth introduction to the foundation skills, knowledge and behaviours needed to manage others effectively.

*This is without doubt  
one of the best courses  
I have done at the  
University. I have  
recommended it to all  
my colleagues. Thank  
you for the opportunity!*

Participant, University of  
Bath,

MWI 2023



As a participant, you will be encouraged to bring your real workplace issues into the course. Through a series of engaging exercises, group discussion and presented input you will have the opportunity to learn and practice the skills needed to meet your management challenges.

We cover topics such as delegation, motivation, giving feedback, setting targets and taking a coaching approach. We provide real insight, with tools and techniques that can be used immediately in the workplace to increase your confidence and capability as a line manager.



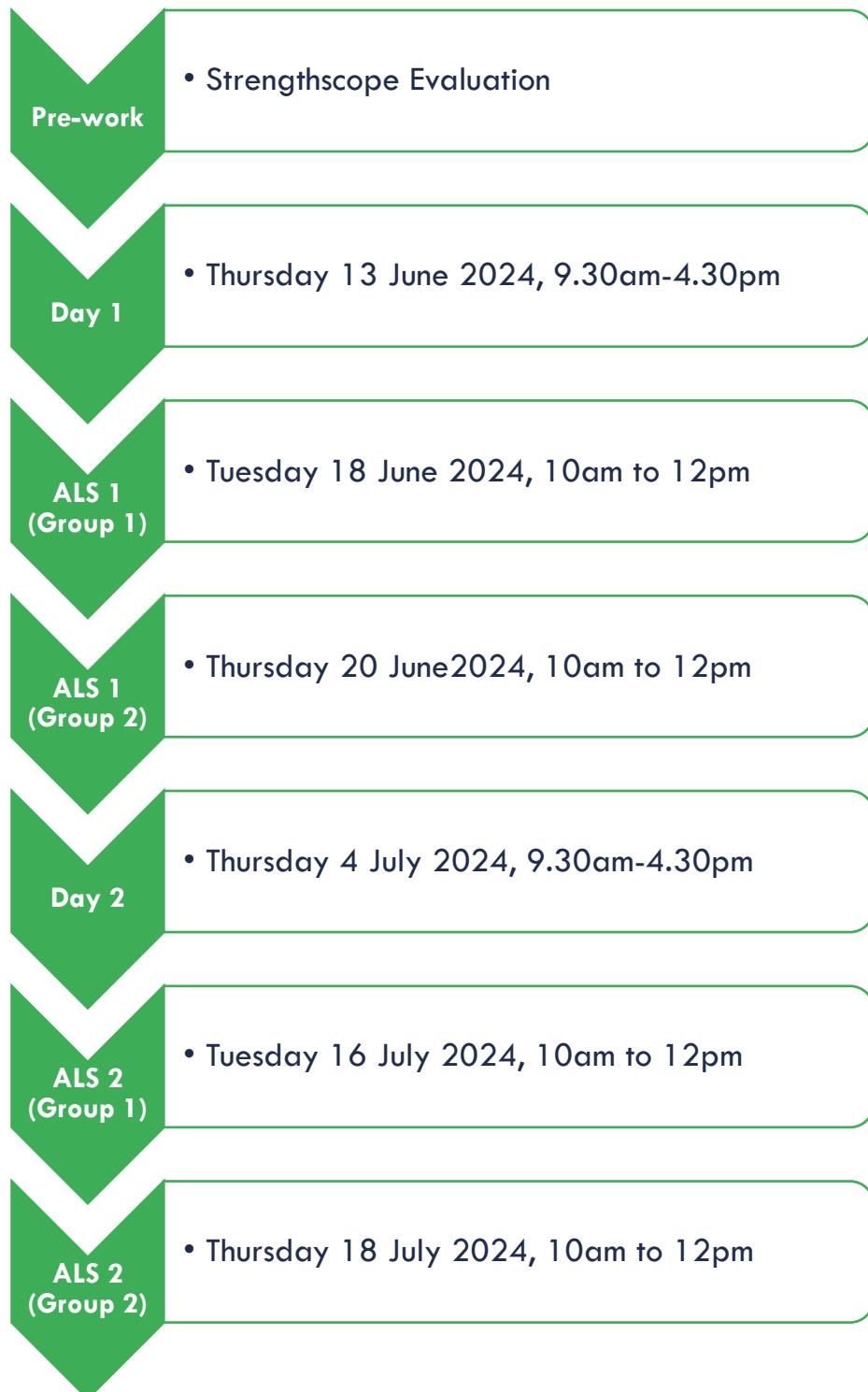
## Programme Structure

The programme will be delivered in partnership with the Workforce Development Team, who will lead supporting activities between modules to help embed the learning. UoB's in-house team of experts will offer the Strengthscope™ profiling tool and 1:1 debriefs, as well Action Learning Sets (ALS) for three small sub-groups.

The ALS allow participants to reflect and work on real work issues with a small group who offer supportive challenge. Each ALS will be 120 minutes long and will run twice – between Modules 1 and 2 and again after Module 2.

The programme will be supported with a workbook to support reflective practice throughout and a resources pack, signposting supporting reading materials, podcasts and videos. In addition, practice tasks and assignments will be set at the end of each module.

# Programme Outline



# Learning Objectives

Each module is designed to deliver a range of outcomes that are essential to effective management. As a result of taking part in the programme, participants will:

## Module 1: Managing Myself

- ❖ Understand the role and responsibilities of the line-manager
- ❖ Understand the key elements of Emotional Intelligence and its value in management and leadership roles
- ❖ Develop self-awareness and increase understanding of personal behavioural patterns, preferences, strengths and development areas
- ❖ Recognise the behaviour and communication preferences of others and use this to improve communication

## Module 2: Managing Others

- ❖ Recognise different management and leadership styles and understand personal stylistic preference
- ❖ Develop skills in managing performance including the setting clear objectives, delegating successfully and providing effective feedback
- ❖ Gain insight into the theory of motivation and understanding what drives us and others
- ❖ Manage challenging conversations and conflict constructively
- ❖ Link and translate organisational purpose and strategy to team and individual goals and articulate this clearly
- ❖ Develop a coaching approach and explore the benefits of this approach for team development



# Preparing for the Programme

Ahead of the programme commencing, you will complete the Strengthscope™ profiling tool, which will be debriefed with you in a 1:1 coaching session.

In addition, in the early part of the course you will have the opportunity to self-assess against a range of management competencies, so that you can identify areas you wish to focus on.

We recommend that you discuss your aims and objectives for the course with your own manager and check in on progress against these objectives throughout the course. The most powerful and sustained development happens when we are intentional about our goals for the learning.

You may find it helpful to record your key goals for this programme in the space below. Ask yourself, what will be different as a result? What is the measure of success for this goal?

## 1) My goal

What will success look like?

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## 2) My goal

What will success look like?

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## 3) My goal

What will success look like?

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# Working with Verosa

Verosa facilitators use dynamic, practical exercises for participants to try out some of the ideas and techniques along the way, best preparing them for their real word challenges.

Some of our guiding principles:

- **Difference should be celebrated:** Everybody is different and that is a fantastic equaliser – it is in recognising and working with this that we can really see results happen.
- **Awareness is the first step:** Awareness of our own impact in the world is the first step of the journey to leading ourselves and others brilliantly.
- **Dynamic learning lasts:** Learning lasts when it is engaging, relevant and fun! We deliver experiential, interactive learning opportunities for all our clients.
- **Failure is fantastic:** We are passionate about failing well. Failure is one of the most precious resources any organisation has and the ability to fail safely and learn from failure is one of today's biggest performance differentiators
- **Strengths first:** Knowing our strengths gives us the greatest opportunity to perform brilliantly in the workplace and to further the success of our organisations.
- **Art and science:** We love scientific theory, but often our ability to apply that theory is an art form, best brought to life through practical – often viscerally experienced – application.

# Training Delivery

Our facilitator will deliver your in-room training sessions. You can expect a challenging and supportive environment in which to learn. The facilitator will deliver an engaging, inclusive and dynamic event with plenty of opportunity for you to receive individual attention when needed.

The course is tailored to the level of experience and the needs of the delegates. The programme features a range of supportive materials and homework assignments to bring the learning to life and to help you embed your learning.

Verosa facilitators are highly experienced and have themselves held management and leadership roles across a range of sectors. This in turn ensures they understand and can support you with the challenges you face day to day.

All Verosa facilitators are also accredited coaches, and we work with our participants to ensure that each individual gets the best from their experience and that they understand how to use the awareness and strategies we are offering.

# Our facilitator

## Katharine Pons



Verosa's senior consultant, Katharine Pons is a highly experienced and sought-after facilitator and executive coach. She works with our clients across a range of subjects and is particularly skilled in the areas of Performance Management, Effective Leadership, Personal Confidence, Assertiveness and Influencing Skills.

Katharine believes passionately in value-led cultures, and key to that is investing in the people who make organisations come alive.

Katharine's strengths lie in understanding human nature and what makes people working in today's organisations tick.

The awareness she brings helps delegates build authentic, dynamic and influential methods of communication for a happy, healthy workforce that enables performance.

Katharine is an accredited Thrive™ Coach and also specialises in supporting individuals and teams in understanding and unlocking effective wellbeing strategies.

With over 15 years of experience in marketing, advertising and corporate learning and development, Katharine is used to working at a range of levels, including with senior leaders and executive teams. As well as being an energetic trainer and coach with a passion for people, Katharine is a keen creative and has a great facility for combining business acumen and strategy with imaginative thinking.

0203 0267 365

[enquiries@verosa.co.uk](mailto:enquiries@verosa.co.uk)

[www.verosa.co.uk](http://www.verosa.co.uk)