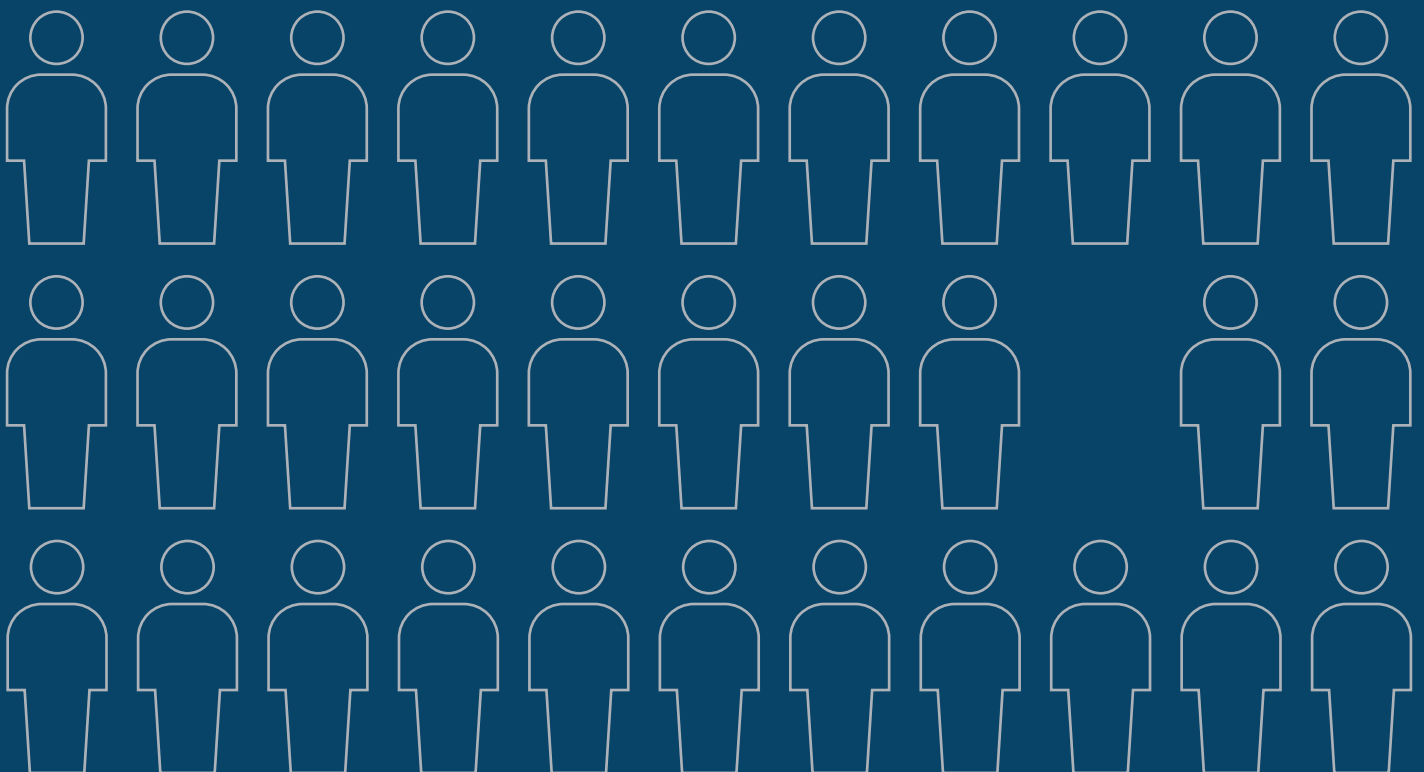


First Line & New Leaders

Supporting new managers to quickly become more effective by improving communication skills and their ability to influence and lead.



Acorn's Rationale to Leadership Development

The Acorn First Line Leaders programme is suitable for groups of both newly appointed line managers and those with management experience who want to improve their effectiveness.

Consisting of a blended approach to learning, it combines one-to-one coaching and a series of single day workshops which focus participants on the behavioural skills required by a first time leader.

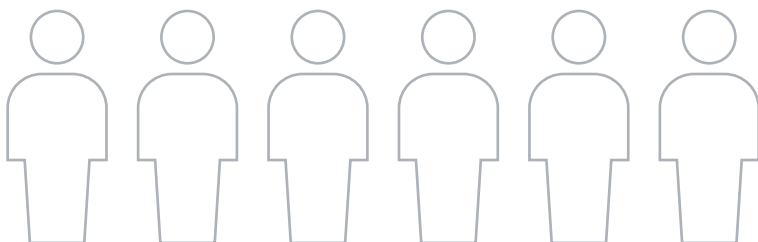
Delivered over a period of 12-18 months, participants have regular, focused inputs with Acorn's highly experienced coaches in a schedule planned in conjunction with the organisation to ensure they are not away from their workplace for more than a single day at a time.

Over 25 years' experience has shown us that one-off programmes don't allow for learning to become embedded, nor for the transference of learning back to the workplace.

Acorn's First Line & New Leader programme is a proven approach:

- Participants demonstrate greater clarity
- They implement behaviours and actions into their working environment
- Acorn's inputs are short and focused
- Consistent and personalised focus for each participant
- Regular review of application

And, without exception, organisations report tangible benefits from participants of the First Line & New Leaders programme.

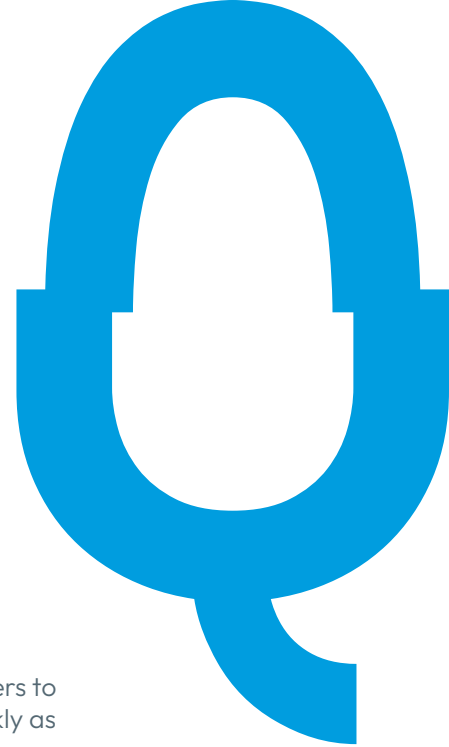


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Moving into the role of managing people can be daunting.



Transferring from being managed to being a manager presents challenges as new leaders are often keen to prove their potential and demonstrate effectiveness, whilst also gaining confidence to delegate tasks, provide clear direction to others and deliver to the organisation's expectations.

Leadership is an ongoing learning journey, one where changing old practices for new requires investment in time to develop new skills.

Designed to help understand and engage, programme participants establish a focus on the behavioural skills demanded by the role, inviting self-assessment and reflection on individual capability.



This leadership programme has been unparalleled for both my personal and professional development; even more valuable are the benefits it has provided to support my mental health and wellbeing.

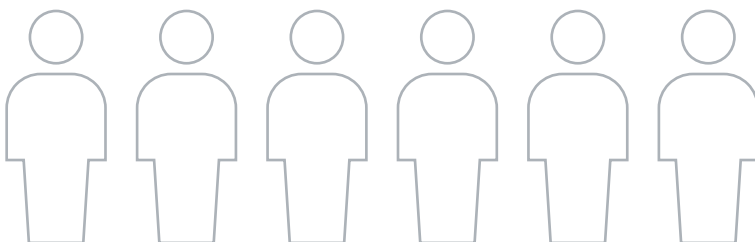
FIRST LINE LEADERS PARTICIPANT, MARCH 2023

COURSE CONTENT

First Line Leaders supports new managers to become as effective as possible, as quickly as possible. It introduces practical techniques, insights and behavioural change in many areas, including:

- Communication skills
- Team leadership
- Looking at management roles and responsibilities
- Increasing confidence and dealing with emotions
- Personal resilience
- Managing conflict
- Change management
- Providing clear direction
- Imparting the leadership style
- Motivating and inspiring others
- Managing poor performance and giving feedback
- Effective delegation
- Setting and achieving goals

The programme content is bespoke and is defined from 360° feedback, tri-coaching sessions and the business requirements, as well as including key, cornerstone topics.



PROGRAMME FORMAT

Each First Line Leaders programme is tailored to meet the requirements of both the organisation and their people; however, the programme will typically be based around:

- Programme Launch Workshop (1-day)
- 360° Feedback Questionnaire - completed by each course participant and selected respondents within their team
- Define Development Objectives (1-day workshop)
- Bespoke Workshops (5 x 1-day each) addressing topics pertinent to the business and/or the situation of each course participant
- 3 x Tri Coaching Sessions - comprising the course participant, their line manager and an Acorn coach
- One-to-One Coaching Sessions - 5 sessions with course participant plus an Acorn coach
- Closing Workshop

Our experience has shown that one-off or shorter intensive programmes don't provide the same transference of learning back to the workplace, with participants feeling overwhelmed and exhausted by the whole experience, leaving with little real clarity of how to apply the theory to their unique work environment.

Regular inputs with Acorn, staggered over a longer time span, means participants are out of the workplace for less consecutive days but their focus is maintained through shorter more pragmatic activities.

Practical application through ongoing practice, application and reflection through 1-1 coaching and workshops helps delegates make sense of the learning in respect of their everyday work.

TIME COMMITMENT

The First Line Leaders programme takes place over 12-18 months, a period which allows participants to build a personal inventory of invaluable techniques and behaviours and proven approaches for getting the best performance from their team.

Acorn have provided leadership training since 1995, working with teams and organisations across diverse industry sectors and this experience has confirmed that the best results for both the business and individuals comes from programmes with a blended approach.

PROGRAMME LOCATION

With a combination of virtual and face-to-face learning, programmes can be delivered in-house at your business premises or at a venue nearby.

We recommend that workshops are off-site as this helps to build a supportive environment where delegates can learn from each other without distractions.



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