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COURSE BROCHURE

# Advanced High Performance Leadership for New Managers Training Course

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Madrid

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Registered in the United Kingdom and Saudi Arabia

# Advanced High Performance Leadership for New Managers Training Course

**Ref:** 382_13532 **Date:** 1 – 12 November 2027 **Location:** Madrid **Fees:** 9500 GBP

Advanced High Performance Leadership for New Managers is a 2-week training course for newly appointed managers and supervisors, in which each participant drafts a Ninety-Day Team Leadership Plan covering role transition, team goals, one-to-one rhythms and performance standards. Promotions from within now happen faster and earlier, so many first-line leaders inherit former peers, stretched targets and little preparation. Jupiter Prime Training delivers this course for people stepping into their first management role.

## Why High Performance Leadership for New Managers Matters Now

Three groups watch a new manager closely. Former peers test whether friendship survives the new authority and whether standards will be applied fairly. Senior managers expect early results and fewer escalations. And high-potential team members decide within months whether to stay, often based on the quality of their first conversations with the new boss. Organisations that prepare first-time managers well keep talent and lift team output; those that leave promotion to chance see disengagement, favouritism complaints and stalled performance. The course draws on Tuckman's stages of team development, SMART goal setting, structured one-to-one cadences and the concept of psychological safety.

## Who Gains Most from High Performance Leadership for New Managers

- Specialists recently promoted to lead colleagues who were their peers
- Supervisors taking charge of a team for the first time
- Project coordinators moving into line management responsibility
- Shift or section leaders accountable for daily output and attendance
- High-potential staff on a management succession list

An organisation gains most when a whole intake of newly promoted managers attends together and returns with the same expectations, the same one-to-one format and a peer network for support in the first months.

## High Performance Leadership for New Managers Capabilities

The outcomes cover the first months in a new management role, from redefining relationships with former peers to a team that meets agreed standards without constant supervision.

- Assess the shift in identity, relationships and priorities from peer to manager — former colleagues and the line manager
- Specify team goals and individual objectives using SMART criteria — the team and senior management
- Build a one-to-one rhythm that tracks progress, wellbeing and development — each direct report
- Apply expectation-setting and feedback conversations to correct and recognise performance — individual team members
- Design team agreements that raise psychological safety and accountability — the whole team
- Communicate early wins and team results upwards in a ninety-day review — the new manager's own manager

## Key High Performance Leadership for New Managers Terms

- Peer-to-leader transition — the shift in role, relationships and authority when an employee is promoted to manage former colleagues.
- SMART goals — objectives that are specific, measurable, achievable, relevant and time-bound, used to set clear expectations.
- One-to-one meeting — a regular private conversation between a manager and a direct report about progress, obstacles and development.
- Tuckman's stages — forming, storming, norming and performing, a model describing how teams develop over time.
- Psychological safety — a shared belief that team members can speak up, admit mistakes and ask questions without fear of humiliation.
- Performance standard — an agreed, observable description of acceptable output, quality or behaviour for a role.

## High Performance Leadership for New Managers Day by Day

## Day 1: The New Manager's Role and Transition

- Manager Role Shift Map — From Doing the Work to Leading It
- Peer-to-Leader Conversations — Resetting Relationships With Former Colleagues
- Stakeholder Expectations Interviews — What the Boss and Team Want
- Early Credibility Builders — Quick Actions That Signal Fairness
- Personal Transition Risks — Common Traps for First-Time Managers

## Day 2: Understanding the Inherited Team

- Team Listening Tour — Structured First Meetings With Each Member
- Skills and Will Inventory — Mapping Capability Across the Team
- Tuckman's Stages Diagnosis — Locating the Team's Current Stage
- Workload and Process Scan — Spotting Bottlenecks and Duplication
- Informal Influencer Mapping — Who Shapes Team Opinion

## Day 3: Goals, Standards and Accountability

- SMART Objective Setting — Translating Department Targets Into Individual Goals
- Performance Standards Drafting — Quality, Quantity and Timeliness Measures
- Team Scoreboard Design — Making Progress Visible Weekly
- Accountability Agreements — Who Owns Which Result
- Priority Calls — What Stops When New Goals Start

## Day 4: Running Effective One-to-Ones

- One-to-One Agenda Template — Progress, Obstacles and Growth
- Meeting Cadence Choices — Weekly, Fortnightly or Monthly by Need
- Active Questioning in One-to-Ones — Surfacing Hidden Problems Early
- Wellbeing Check-Ins — Recognising Stress and Overload Signals
- Action Tracking Between Meetings — Notes, Commitments and Follow-Up

## Day 5: Expectation and Feedback Conversations

- Ask-Tell-Ask Feedback Pattern — Inviting Self-Assessment First
- Expectation-Setting Conversations — Clear Standards From Day One
- Recognition Language — Specific Praise That Reinforces Standards
- Corrective Conversations — Addressing Lateness, Quality and Attitude Issues
- Documenting Performance Discussions — Fair Records for Later Reviews

## Day 6: Delegating to Develop People

- Task Readiness Assessment — Matching Work to Experience Levels
- Stretch Assignment Design — Growth Tasks With Safety Nets
- Delegation Briefing Checklist — Outcome, Limits and Resources
- Avoiding Reverse Delegation — Keeping Problem Ownership With the Team
- Development Conversations — Linking Tasks to Career Aspirations

## Day 7: Building Team Cohesion and Psychological Safety

- Team Charter Facilitation Method — Purpose, Norms and Ways of Working
- Psychological Safety Practices — Inviting Dissent and Admitting Mistakes
- Team Meeting Formats — Huddles, Reviews and Retrospectives
- Handling Cliques and Favouritism Perceptions — Fair Treatment Signals
- Celebrating Milestones — Rituals That Build Belonging

## Day 8: Managing Underperformance and Conflict

- Performance Gap Diagnosis — Skill, Will or System Causes
- Improvement Plans — Targets, Support and Review Points
- Conflict Between Team Members — Mediated Resolution Conversations
- Escalation Judgement — When to Involve HR or Senior Managers
- Difficult Personalities — Responding to Resistance and Negativity

## Day 9: Managing Upwards and Across

- Managing the Boss — Agreeing Priorities and Reporting Style
- Upward Status Updates — Concise Progress and Risk Reporting
- Peer Manager Relationships — Negotiating Shared Resources
- Representing the Team — Advocating Needs Without Complaining
- Self-Management Routines — Time Blocks for Leadership Work

## Day 10: Practising the Ninety-Day Team Leadership Plan

- Peer-to-Leader Role Play — Applying Transition Conversations
- Goal and Standards Clinic — Applying SMART Objectives to Each Team
- One-to-One and Feedback Simulation — Applying Days 4 and 5
- Team Charter Drafting — Applying Cohesion and Safety Practices
- Ninety-Day Team Leadership Plan — Final Version for the Line Manager

## Applying High Performance Leadership for New Managers After the Course

- Hold a structured listening meeting with every direct report in the first fortnight, then agree SMART objectives and a one-to-one cadence with each
- Run a team charter session to agree norms and a weekly scoreboard, and review the ninety-day plan with the line manager at the end of the month

## High Performance Leadership for New Managers Questions FAQ

### What is high performance leadership for new managers and why does it matter now?

It is the set of practices a first-time manager uses to lead former peers, set clear goals and build a team that delivers consistently. It matters now because organisations promote people earlier and faster, often without preparation, and early mistakes are hard to reverse.

### Which roles gain most from high performance leadership for new managers?

Specialists recently promoted to lead former peers, first-time supervisors and project coordinators moving into line management gain most. Section leaders and staff on management succession lists also benefit before or soon after promotion.

### How does a high performance leadership for new managers course differ from an executive leadership course?

Executive leadership deals with strategy, boards and leading other managers. This course focuses on the first management role, covering peer transition, one-to-ones, goal setting, feedback and building one team's performance in the first months.

## What do you bring back from a high performance leadership for new managers course?

You bring back a ninety-day plan for your team, with goals, performance standards, a one-to-one schedule, a team charter outline and prepared scripts for your first difficult conversations.

## High Performance Leadership for New Managers: The Way Forward

The Ninety-Day Team Leadership Plan first informs how the new manager spends the opening weeks with each direct report and which goals the team pursues. The participant shares it with their own manager and HR business partner to agree support and checkpoints. After the first ninety days, the team stage diagnosis and performance standards are worth revisiting, since teams usually move on as trust and capability grow.