JUPITER PRIME
Consulting • Training • Advisory
جوبيتر برايم للاستشارات والتدريب

COURSE BROCHURE

Advanced Manager to Senior Leader Transition Training Course

15 – 26 February 2027
Geneva

jupiterprime.uk
info@jupiterprime.uk
Registered in the United Kingdom and Saudi Arabia

Advanced Manager to Senior Leader Transition Training Course

Ref: 828_31449 **Date:** 15 – 26 February 2027 **Location:** Geneva **Fees:** 11000 GBP

Manager to Senior Leader Transition is a 2-week training course for middle managers moving into senior roles who must shift from running a unit to leading through other managers, and who leave with a Senior Leadership Transition Plan. Flatter structures, hybrid teams and thinner succession benches now place senior responsibility on managers earlier than before. Jupiter Prime Training designed this course around that step up in scope and influence.

Why Manager to Senior Leader Transition Matters Now

Three pressures shape this subject today. Leaner hierarchies widen spans of control, so a newly senior manager inherits other managers rather than individual contributors. Boards and executive committees expect a deeper succession bench and ask who is ready now. Employees, meanwhile, judge leaders on coaching quality and fairness as much as on results. An organisation that develops its middle managers well gains continuity and sharper judgement at the top; one that promotes without preparation sees stalled initiatives, overloaded leaders and talent leaving. The course draws on situational leadership, 360-degree feedback and the leadership pipeline model of role transitions.

Who Gains Most from Manager to Senior Leader Transition

- Managers who lead other team leaders and must set direction across several units
- Heads of section preparing for a department or divisional brief
- Project and operations managers whose influence now crosses functional boundaries
- Technical specialists stepping into people leadership at senior level
- High-potential managers named in a succession or talent review

A cohort of peers from one leadership tier gains most, because shared transition plans align expectations across functions.

Manager to Senior Leader Transition Capabilities

Participants leave able to lead at a wider altitude, trading personal output for leverage through managers and peers.

- Assess their own leadership profile against senior role expectations — the personal development priorities they agree with their sponsor
- Design a delegation map that releases operational tasks to direct reports — the time they reinvest in strategic work
- Apply coaching conversations that build capability in other managers — the readiness of successors
- Weigh decisions with structured judgement methods under ambiguity — the executive committee that relies on their recommendations
- Build influence with peers and senior stakeholders without formal authority — cross-functional initiatives that need sponsorship

- Communicate a talent growth view of their unit — the succession review panel

Key Manager to Senior Leader Transition Terms

- Leadership pipeline — a model describing the distinct skills, time use and values each leadership level demands as people move up.
- Leadership transition — the period after a move to a broader role when a manager must let go of earlier work habits.
- Situational leadership — adjusting direction and support to the competence and commitment of the person being led.
- 360-degree feedback — structured input on a leader's behaviour gathered from managers, peers, direct reports and others.
- Delegation ladder — graded levels of authority a leader hands over, from asking for input to full ownership.
- Nine-box grid — a talent review matrix plotting current performance against potential to guide development and succession choices.

Manager to Senior Leader Transition Day by Day

Day 1: Leading at a Wider Altitude

- Leadership Pipeline Model — Which Work to Release at Senior Level
- Role Transition Diagnostics — Gaps Between Current and Future Scope
- Time Allocation Audit — Shifting Hours Toward Strategic Priorities
- Senior Stakeholder Expectations Map — What Sponsors Require in Year One
- Leadership Values Statement — The Standards Others Will Judge

Day 2: Personal Leadership Profile

- 360-Degree Feedback Interpretation — Blind Spots Worth Acting On
- Emotional Intelligence Self-Assessment — Reactions Under Senior Pressure
- Strengths-Based Profiling — Where to Lean In as a Leader
- Derailer Patterns — Behaviours That Stall Newly Senior Managers
- Personal Development Plan Draft — Priorities Agreed With a Sponsor

Day 3: Delegation and Leading Through Managers

- Delegation Ladder — Matching Authority to Manager Readiness
- Span of Control Review — Layers That Slow Decisions
- Managing Managers — Holding Leaders Accountable Without Micromanaging
- Decision Rights Matrix — Who Decides, Who Advises, Who Is Informed
- Escalation Protocols — When Issues Should Reach Senior Level

Day 4: Coaching Other Leaders

- GROW Coaching Model — Structuring Developmental Conversations With Managers
- Situational Leadership — Adjusting Support to Competence and Commitment
- Feedback Frameworks Such as SBI — Difficult Messages to Senior Staff
- Mentoring Relationships — Transferring Judgement to Emerging Leaders
- Coaching Culture Indicators — Signs Development Is Embedded in Units

Day 5: Judgement and Decision Making

- Decision Framing — Separating Symptoms From the Real Choice
- Cognitive Bias Checks — Anchoring and Overconfidence in Senior Calls
- Options Appraisal Matrix — Trade-Offs Between Speed, Cost and Risk
- Pre-Mortem Technique — Failure Modes Before Committing Resources
- Decision Logs — Learning From Past Leadership Choices

Day 6: Peer Influence and Organisational Politics

- Stakeholder Power-Interest Grid — Where to Invest Influence Effort
- Influence Tactics Repertoire — Persuasion Without Formal Authority
- Coalition Building — Securing Sponsors for Cross-Functional Initiatives
- Constructive Challenge — Disagreeing Upward While Keeping Trust
- Organisational Network Analysis — Informal Routes to Get Things Done

Day 7: Talent Growth and Succession

- Nine-Box Talent Grid — Calibrating Performance Against Potential
- Succession Bench Mapping — Ready-Now and Ready-Later Candidates
- Individual Development Plans for Direct Reports — Stretch Assignments
- Retention Risk Conversations — Keeping High-Potential Managers Engaged
- Diversity of Leadership Pipeline — Widening the Pool for Senior Roles

Day 8: Leading Direction and Change

- Unit Strategy on a Page — Linking Team Goals to Corporate Priorities
- Change Readiness Assessment — Capacity of Managers to Absorb Change
- Narrative Leadership — Explaining Direction to Multiple Layers
- Resistance Diagnosis — Separating Concern, Confusion and Opposition
- Momentum Metrics — Early Signals That a Change Is Sticking

Day 9: Performance Systems and Accountability

- Balanced Scorecard Cascade — Translating Strategy Into Managers' Measures
- Performance Dialogues — Quarterly Reviews With Leaders of Teams
- Consequence Management — Fair Responses to Persistent Underperformance
- Recognition Design — Reinforcing Behaviours Senior Leaders Want
- Leadership Dashboard — Few Measures a Senior Manager Watches Weekly

Day 10: Practising the Senior Leadership Transition Plan

- Applying the Personal Development Plan — Sponsor Review Rehearsal
- Applying the Delegation Map — Releasing Three Operational Tasks
- Applying the Stakeholder Grid — Influence Plan for One Initiative
- Applying the Succession Bench — Development Moves for Two Successors
- Senior Leadership Transition Plan — First Ninety Days Commitments Agreed

Applying Manager to Senior Leader Transition After the Course

- Hold a delegation ladder conversation with each direct-report manager and record the decision rights each one now owns.
- Run a nine-box calibration of the unit with a peer and agree one stretch assignment for each ready-later successor.

Manager to Senior Leader Transition Questions FAQ

What is manager to senior leader transition and why does it matter now?

Manager to senior leader transition is the shift from running a unit to leading through other managers at senior level. It matters now because flatter structures and thin succession benches push senior responsibility onto middle managers sooner, often before they have released earlier habits.

Which roles gain most from manager to senior leader transition?

Middle managers moving into senior roles gain most. That includes heads of section, project and operations managers with cross-functional reach, technical specialists becoming senior people leaders, and high-potential managers named in a succession review.

How does this manager to senior leader transition course differ from a first-line supervisory course?

It works one level higher than a supervisory course. Instead of leading individual contributors, you practise leading other managers, building a succession bench, influencing peers and making senior decisions under ambiguity, with your own transition as the case.

What do you bring back from manager to senior leader transition?

You bring back a transition plan for your first senior months. It joins your leadership profile, delegation map, coaching approach, stakeholder influence plan and successor development moves, ready to agree with your sponsor and line manager.

Manager to Senior Leader Transition: The Way Forward

The Senior Leadership Transition Plan first informs which operational work to release and to whom. The participant, their sponsor and their direct-report managers use it to set expectations for the first months in role. After the first quarter, the perspective worth revisiting is the balance between personal delivery and leverage through others, checked against fresh 360-degree feedback.