JUPITER PRIME

Consulting • Training • Advisory

جوبيتر برايم للاستشارات والتدريب

COURSE BROCHURE

# Professional Manager Essentials Training Course

19 – 23 April 2027
Milan

# Professional Manager Essentials Training Course

**Ref:** 1202_45165 **Date:** 19 – 23 April 2027 **Location:** Milan **Fees:** 6200 GBP

Professional Manager Essentials is a 1-week training course for new and developing managers, built around a Manager's Operating Plan that each participant prepares for their own unit. Many people step into management because they excel at their work, yet planning, budgets, delegation and performance conversations arrive with little preparation. Jupiter Prime Training designed this Professional Manager Essentials course to give those managers a sound, practical toolkit for the core functions of the role.

## Why Professional Manager Essentials Matters Now

Three forces raise the stakes for new managers. Flatter structures give first-line managers budget and staffing responsibility earlier than before. Employees expect regular feedback and fair performance decisions rather than an annual review. Senior leaders also expect managers to plan resources carefully and explain variances. Units run by well-prepared managers hit targets with less firefighting and keep their people; those run by unprepared ones drift between crises. The course draws on the Fayol functions of planning, organising, leading and controlling POLC, the Eisenhower urgent-important matrix, SMART objectives and the Tannenbaum-Schmidt leadership continuum.

## Who Gains Most from Professional Manager Essentials

- Newly appointed managers responsible for a unit's plan, staff and spending for the first time
- Supervisors moving into a role with budget ownership and formal appraisal duties
- Developing managers who have learned on the job and want a structured approach
- Specialists acting up as managers while a permanent post is filled

Hospitality, retail and government service organisations gain most when several new managers attend together and share one management vocabulary.

## Professional Manager Essentials Capabilities

Participants practise each core management function on cases drawn from their own units.

- Design a quarterly unit plan with SMART objectives — the line manager above
- Build a work allocation that matches tasks to skills — staff workload and fairness
- Apply the leadership continuum to choose how much to delegate — staff growth
- Calculate a simple departmental budget and explain variances — finance partners
- Communicate performance expectations and feedback — individual staff members
- Assess personal time use with the Eisenhower matrix — managerial priorities

## Key Professional Manager Essentials Terms

- POLC — the four classic management functions of planning, organising, leading and controlling.
- SMART objective — a goal that is specific, measurable, achievable, relevant and time-bound.
- Span of control — the number of people who report directly to one manager.
- Budget variance — the difference between planned and actual income or spending for a period.
- Performance standard — an agreed description of what good work looks like in a role.
- Eisenhower matrix — a grid sorting tasks by urgency and importance to decide what to do, plan, delegate or drop.

## Professional Manager Essentials Day by Day

### Day 1: The Manager's Role and Planning

- Fayol POLC Functions — Mapping Where Managerial Time Should Go
- Manager Role Expectations From Above and Below — Clarifying Accountabilities
- Unit Purpose and Annual Priorities — Linking to Organisational Goals
- SMART Objective Setting — Turning Priorities Into Quarterly Targets
- Action Planning With Milestones — Tracking Progress Between Reviews

### Day 2: Organising Work and Delegating

- Work Allocation Matrix — Matching Tasks to Skills and Capacity
- Span of Control and Reporting Lines — Practical Unit Structure
- Tannenbaum-Schmidt Leadership Continuum — Choosing the Degree of Delegation
- Delegation Briefing Checklist — Outcome, Authority, Resources and Check-Ins
- Standard Operating Procedures — Consistency Without Micromanagement

### Day 3: Budgets and Resources

- Departmental Budget Basics — Staff, Operating and Capital Lines
- Building a Simple Unit Budget — Assumptions and Phasing
- Variance Explanation — Answering Finance Questions With Evidence
- Cost Control Levers — Overtime, Purchasing and Waste
- Resource Requests and Business Justification — Securing Approval

### Day 4: Managing Performance and Time

- Performance Standards and Expectations — What Good Looks Like
- Regular Check-In Conversations — Feedback Between Formal Reviews
- Handling Underperformance Fairly — Documentation and Improvement Plans
- Eisenhower Urgent-Important Matrix — Protecting Managerial Time
- Meeting Discipline and Calendar Design — Reducing Wasted Hours

## Day 5: Practising the Manager's Operating Plan

- Quarterly Unit Plan Draft — Applying SMART Objectives
- Allocation and Delegation Map for Your Unit — Applying Day 2 Tools
- Budget Scenario Exercise — Applying Variance Explanation
- Performance Conversation Rehearsal — Applying Feedback Methods
- Manager's Operating Plan — Final Version for Line Manager Sign-Off

## Applying Professional Manager Essentials After the Course

- Agree SMART objectives for the coming quarter with each direct report and the line manager above.
- Review last month's budget variances with the finance partner and agree two cost-control actions.

## Professional Manager Essentials Questions FAQ

### What are professional manager essentials and why do they matter now?

They are the core functions every manager performs: planning, organising, delegating, budgeting and managing performance. They matter now because managers receive budget and staffing responsibility earlier and with less preparation.

### Which roles gain most from professional manager essentials training?

New and developing managers gain most. You benefit if you have recently taken on staff, a budget or appraisal duties, or are acting up into a management post.

### How does professional manager essentials differ from leadership development courses?

It concentrates on the practical mechanics of managing a unit rather than on vision or influence. You work on plans, allocations, budgets, performance standards and time.

### What do you bring back from professional manager essentials training?

You bring back an operating plan for your own unit. It holds quarterly objectives, a work allocation, budget assumptions and the performance check-in rhythm you will run.

## Professional Manager Essentials: The Way Forward

The Manager's Operating Plan first informs the objectives a new manager agrees with each direct report for the coming quarter. The manager and their line manager use it to track progress, spending and staff performance. After the first quarter, the delegation choices deserve a fresh look, because staff readiness and workload change faster than most new managers expect.