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COURSE BROCHURE

Leading with Confidence as a First-Time Manager Training Course

15 – 19 February 2027
Vienna

Leading with Confidence as a First-Time Manager Training Course

Ref: 1677_61492 **Date:** 15 – 19 February 2027 **Location:** Vienna **Fees:** 5900 GBP

Leading with Confidence as a First-Time Manager is a 1-week training course for newly appointed managers and team leaders who must defend decisions to former peers, and who leave with a Personal Leadership Confidence Plan. Organisations promote strong specialists into people roles faster than ever, and new managers who stay hesitant lose credibility, delegate poorly and escalate too much. Jupiter Prime Training delivers this course on leading with confidence as a first-time manager.

Why Leading with Confidence as a First-Time Manager Matters Now

Flatter structures put specialists in charge of people earlier, hybrid working makes authority harder to show in person, and staff expect clear, fair calls from the manager closest to them. A steady new manager earns trust and reduces escalations; one who freezes or over-controls drives disengagement. The course draws on the Johari Window, the Situation-Behaviour-Impact SBI feedback model, the DESC script Describe, Express, Specify, Consequences for assertive requests and the Growth Mindset concept.

Who Gains Most from Leading with Confidence as a First-Time Manager

- Specialists recently promoted to supervise colleagues who were once their peers
- Team leaders responsible for chairing meetings and setting daily priorities
- Shift or section heads who must give corrective feedback face to face
- Project coordinators gaining line responsibility for the first time
- Early-career managers asked to defend decisions to more senior stakeholders

Cohorts of newly promoted managers from one function gain most together, since they can agree common feedback and meeting habits.

Leading with Confidence as a First-Time Manager Capabilities

The capabilities turn inner doubt into visible, credible leadership behaviour.

- Assess personal confidence triggers and blind spots with the Johari Window — self-awareness and coaching priorities
- Communicate decisions with a clear rationale and a steady voice — team acceptance and follow-through
- Apply the DESC script to make assertive requests and refusals — workload and boundary decisions
- Design meeting openings, agendas and closings that signal authority — meeting outcomes and time use
- Build responses to challenge and pushback without defensiveness — credibility with peers and seniors
- Test reframing techniques against impostor thoughts — resilience and decision speed

Key Leading with Confidence as a First-Time Manager Terms

- Leadership presence — the way a manager's posture, voice and composure lead others to trust and follow their direction.
- Impostor feelings — persistent doubt that one's success is deserved, often felt strongly by people new to a role.
- Assertiveness — stating needs, views and limits directly and respectfully, without aggression or passivity.
- Cognitive reframing — replacing an unhelpful interpretation of a situation with a more accurate and useful one.
- Peer-to-manager transition — the shift in relationships and expectations when someone begins managing former colleagues.
- Decision rationale — the short, clear explanation of why a choice was made, what was weighed and what follows.

Leading with Confidence as a First-Time Manager Day by Day

Day 1: From Specialist to Manager

- Peer-to-Manager Transition Map — Redrawing Relationships With Former Colleagues
- Johari Window Self-Assessment — Revealing Blind Spots in Leadership Style
- Confidence Trigger Log — Situations That Undermine Self-Belief at Work
- Role Expectation Interviews — Clarifying What Seniors and Staff Need
- Personal Values Statement — Anchoring Decisions When Pressure Rises

Day 2: Inner Confidence and Self-Belief

- Impostor Thought Patterns — Recognising and Naming Them Early
- Cognitive Reframing Practice — Replacing Doubt With Evidence-Based Thinking
- Growth Mindset Habits — Treating Early Mistakes as Learning Data
- Strengths Inventory — Leading From Proven Technical and Personal Abilities
- Pre-Event Routines — Calming Nerves Before Difficult Encounters

Day 3: Voice, Presence and Assertive Communication

- Vocal Pace, Pitch and Pausing — Sounding Settled Under Pressure
- Posture and Eye Contact — Signalling Composure in Person and on Camera
- DESC Script for Requests and Refusals — Setting Clear Boundaries
- SBI Feedback Model — Corrective Conversations With Former Peers
- Decision Rationale Statements — Explaining Calls in Under a Minute

Day 4: Authority in Meetings and Under Challenge

- Meeting Opening and Closing Scripts — Establishing Direction From the Start
- Managing Dominant and Silent Participants — Balancing Contributions Fairly
- Handling Pushback and Hostile Questions — Holding Position Without Defensiveness
- Upward Briefings to Senior Stakeholders — Defending a Decision Concisely
- Virtual Meeting Presence — Authority on Camera and in Chat

Day 5: Practising the Personal Leadership Confidence Plan

- Recorded Team Meeting Simulation — Applying Opening Scripts and Participant Balance
- Pushback Role-Play With Peer Observers — Using DESC and Rationale Statements
- SBI Feedback Rehearsal — Delivering a Difficult Message to a Former Peer
- Video Self-Review Against Presence Criteria — Selecting Two Habits to Build
- Personal Leadership Confidence Plan — Ninety-Day Commitments and Support Contacts

Applying Leading with Confidence as a First-Time Manager After the Course

- Chair the next three team meetings using an opening and closing script and ask a colleague to observe.
- Hold one SBI feedback conversation with a former peer and log the outcome in the confidence trigger log.

Leading with Confidence as a First-Time Manager Questions FAQ

What is leading with confidence as a first-time manager, and why does it matter now?

It is the skill of acting with steady self-belief, clear voice and fair authority in a first management role. It matters now because specialists are promoted earlier, and hesitant new managers quickly lose credibility with teams and seniors.

Which roles gain most from leading with confidence as a first-time manager?

Newly promoted supervisors, team leaders and section heads gain most. You benefit if you now manage former peers, on a hospital ward or in an engineering office.

How does leading with confidence as a first-time manager differ from executive presence training?

It addresses the first management step rather than the boardroom. Executive presence courses polish gravitas for senior leaders, while this course tackles self-doubt, peer transition, assertive requests and everyday meeting authority.

What do you bring back from leading with confidence as a first-time manager?

You bring back a ninety-day action plan. It records triggers, presence habits, meeting scripts and feedback commitments, tested in recorded simulations.

Leading with Confidence as a First-Time Manager: The Way Forward

The Personal Leadership Confidence Plan turns the course into ninety days of deliberate practice. Its first use is choosing which difficult conversation or meeting to lead differently next week. The new manager owns it and shares it with a line manager or mentor. After its first month, revisit the trigger log to see which situations still unsettle and why.