

FIRST-TIME MANAGER ESSENTIALS

PRACTICAL LEADERSHIP TRAINING FOR NEW & EMERGING MANAGERS

SBD INSTITUTE | TRAINING • RESEARCH • CONSULTING

Nairobi, Kenya

Executive Overview

First-Time Manager Essentials is a structured leadership development program designed to equip newly promoted managers with the people-management skills required to lead teams effectively, drive performance, and build accountability from day one.

Many first-time managers are promoted based on technical competence but are rarely prepared for the realities of managing people. This program addresses that gap by providing practical tools, real-world simulations, and applied leadership skills that enable managers to transition confidently into their new roles.

Why This Program Matters

Organizations frequently experience leadership challenges at the first-line management level, including:

- Promotion into management without formal leadership training
- Poor delegation and unclear accountability
- Avoidance of performance and feedback conversations
- Micromanagement and manager burnout
- Declining team morale and productivity

Without early intervention, these challenges negatively impact performance, engagement, and retention. First-Time Manager Essentials provides a strong leadership foundation that reduces these risks and accelerates manager effectiveness.

Who Should Attend

This program is designed for:

- Newly appointed managers and supervisors
 - Emerging leaders preparing for management roles
 - Technical professionals promoted into people leadership
 - Team leaders managing former peers
 - High-potential employees identified for leadership succession
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Program Focus Areas

The First-Time Manager Essentials program is structured around the core capabilities required for effective people leadership:

- Transitioning from Individual Contributor to Manager
- Leading People and Building Trust
- Delegation and Accountability
- Performance Management and Constructive Feedback
- Managerial Communication and Influence
- Managing Self as a Leader

Learning Approach

The program is delivered through an immersive, practical methodology designed to build real leadership capability rather than theoretical knowledge:

- Live leadership simulations and role-plays based on real workplace scenarios
- Facilitated discussions and case studies
- AI-supported feedback and leadership insights
- Leadership sprints and action learning exercises
- Post-program micro-learning and reinforcement support

Program Outcomes

Participant Outcomes

- Increased confidence in managing people
- Improved delegation and performance management skills
- Stronger communication and feedback capability
- Clear leadership presence and decision-making ability

Organizational Benefits

- Faster manager readiness and reduced leadership risk
- Improved team productivity and engagement
- More consistent management practices
- Stronger leadership pipeline and succession readiness

Program Format & Certification

- **Delivery Format:** In-person, instructor-led training
- **Duration:** 2–3 days
- **Location:** Nairobi, Kenya
- **Post-Program Support:** 30 days of reinforcement and applied learning
- **Certification:** Certificate of Completion issued by SBD Institute
- **Accreditation:** SBD Institute is a NITA-accredited training provider

Next Steps

To register participants, request a customized in-house program, or receive a detailed proposal:

Request a Proposal | Register Your Team | Schedule a Consultation | 0714 866 633 | consult@sbd-institute.com

SBD Institute

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Building institutional and leadership capacity through structured, evidence-based learning.