



Helping leaders find their true voice and grow strategic influence to deliver superior business results consistently

LEADERSHIP

CULTURE

CHANGE

New Managers

Developing Skills & Behaviours for frontline Leadership

Becoming a first-time manager is an important stepping stone in an individual's career, and a make-or-break stage for your company's talent pool. New managers need a set of new skills to succeed, both technical and inter-personal. With class-room learning forums and training sessions can equip new leaders with the essential knowledge and skills, coaching with Gravitās will help them develop the social-emotional skills they need to connect, communicate and lead their teams effectively.



TYPE OF INTERVENTION →	SELF-ASSESSMENT	MINDSET	SKILLSET 70%	COACHING 20%	TOOLSET 10%	CERTIFICATION
TALENT SEGEMENT ↓						
First time Managers	DISC	Coach vs Boss mindset	Stretch Project	Group Cohort	Self-awareness, Delegation, Feedback Coaching, Motivation	New Managers Certification



Gravitas Coaching for leaders for effective managerial performance

With so much riding on the on first time managers, organisations must ensure their new managers are equipped with managerial skills, and inter-personal skills to inspire, motivate, and coach their teams. Gravitas coaches can supplement the first time managers programs to develop relationship skills proven to enhance leadership effectiveness:

No two leaders are the same and that's why there are no cookie cutter solutions to development. Developing new behaviours requires that methods match the learning style of the individuals. Gravitas coaching approach ensures alignment with the following key features:



Personalised One-on-one relationship with the coach

Share best practices in new and unfamiliar circumstances and leader specific situations that become their sand box for learning new skills

Continual & sustained learning

Rome was not built in a day and leadership behaviours are not developed in a day-long session. Coaches work with new managers in high-frequency, low intensity interactions, so managers can shape and refine leadership skills and behaviours over time.

Built-in accountability

We are all creatures of habit and without accountability, the quest to to be a better leader gets put on the back burner when the tyranny of urgent day-to-day matters take over. Coaches ensure that new managers develop the skills inspire of the strong pull of the old ways of doing things

Practice with feedback

A safe space to try on new behaviours, reflect on how the new behaviour worked, and receive personalized, objective, development-oriented feedback is the difference between trial and error and real skill development.

There is enough evidence now that Coaching is a proven method for faster onboarding in new roles, faster leadership development, and higher emotional intelligence. New managers benefit significantly from coaching to develop leadership skills and avoid common pitfalls when entering the new role. By making coaching an integral part of leader development strategy, organisations can support the leaders in this crucial transition.



About Gravitas:

Gravitas helps leaders in transition to find their voice and unlock their potential with coaching to build leadership behaviours across levels. The coaching and development approach builds accountability, direction, and feedback in the process to develop new ways of behaving so they can succeed in their current role and build capabilities for the long term. Gravitas prepares leaders at all levels for new challenges, drives measurable results in workforce KPIs, accelerate leadership development, and helps enterprise improve employee experience (EX) and wellbeing at work.



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