MERCURY

The Middle Manager Development Program

1 – 5 August 2027
Kuala Lumpur (Malaysia)



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Ref: 15305_250350 **Date:** 1 – 5 August 2027 **Location:** Kuala Lumpur (Malaysia) **Fees:** 4600 Euro

Introduction:

Many middle-level managers possess extensive experience managing day-to-day operational issues. They are now poised for a more significant challenge: the transition from managers to transformative leaders. The Middle Management Development Program is dedicated to facilitating this pivotal transition and equipping you with the necessary knowledge and skills to elevate your competencies from professional to inspiring leader confidently.

This middle manager development program will enable you to demonstrate transformational leadership behaviors, offer significant insights into personal and others' behaviors and attitudes, understand organizational culture, and recognize your team's developmental stages. You will learn to apply the appropriate leadership style, engage and motivate your staff proactively, and manage change and yourself effectively.

Targeted Groups:

- Those with supervisor/professional experience are ready to assume a broader role.
- Individuals seeking to transition from competent professionals to inspirational leaders.
- People in need of more profound insights into individual behavior and group dynamics.
- Those aiming to enhance their skills to influence and obtain results that matter.
- Prospective leaders are embarking on a change initiative within their organization.

Course Objectives:

By the end of this middle manager development course, participants will be able to:

- Gain and apply core skills vital to both effective leadership and management.
- Understand what motivates personal behavior and the organizational culture.
- Explore team dynamics, situational leadership, and staff strength optimization.
- Implement strategic plans and inspire and reward excellence.
- Develop a structured approach for managing changes and personal career development.

Targeted Competencies:

At the end of this middle manager development training, the participant's competencies will:

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- New perspectives on leadership, personality, team preferences, and cognitive and behavioral adaptability.
- Capability to read others' behavior and create a motivational staff environment.
- Comprehension of preferred team roles and staff motivation strategies.
- Influence organizational decisions through demonstrated political acumen.
- Develop plans for leading change and your career progression.

Particular Module: Role of a Middle Manager:

Middle managers serve as a critical bridge between an organization's strategic objectives and the operational activities carried out by frontline staff. In this specially designed module, we delve into the roles, responsibilities, and importance of skillfully navigating this often nuanced space.

By incorporating significant competencies such as being a pivotal touchpoint for communication, participants will learn about strategies for impacting organizational success through practical middle management training and development. These insights into the role of a middle manager allow for fostering a deep understanding of how to develop middle managers to their fullest potential.

Course Content:

Unit 1: Moving from Management to Leadership:

- Understand the distinction between management and leadership.
- The five essential leadership approaches.
- Demonstrate transformational leadership behaviors.
- Leadership roles in the 21st century.
- Leaders emotional intelligence EI.
- Navigating organizational politics as a leader.

Unit 2: Understanding Yourself, Others & Organizational Cultures:

- Determine your own and others' personality traits.
- Employ personality insights to influence others effectively.
- Roots of personal attitudes and their impact on behavior.
- Identify the nature and variations of organizational cultures.
- Characteristics of a healthy organizational culture.
- Sustain a supportive organizational culture.

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Unit 3: Developing and Leading Your Team:

- Assess team roles and maximize your staff's strengths.
- Grasp team formation stages and dynamics.
- Apply the relevant team leadership style.
- Motivation methods for increased commitment and performance.
- Address knowledge workers and the psychological contract.
- Provide constructive feedback and critique.

Unit 4: Managing and Motivating Your Staff:

- Master the art of effective delegation.
- Goal-setting with SMART objectives and personal outcomes.
- Conduct productive performance appraisals.
- Implement coaching, mentoring, and on-the-job training.
- Effectively acknowledging and celebrating achievements.
- Manage upward communication and tactful refusal.

Unit 5: Managing Change and Yourself Successfully:

- Understand how change affects your staff.
- Traditional and modern approaches to organizational change.
- Apply neuro-scientific insights to manage change more effectively.
- Take charge of your career development.
- Exhibit executive presence with gravitas and confidence.
- Craft and execute a personal action plan.