



Leadership Development Solutions

New Managers Solution Suite

Consider the detrimental effect of letting a newly-promoted supervisor learn to manage on their own: fewer results, confused direction, poor work assignments, problems ignored or solutions applied to symptoms instead of root causes.

Many companies promote employees based on their technical expertise-not on their leadership skills-and don't teach them how to adapt to their new supervisory role. According to a recent Watson Wyatt study, "Strategic Rewards Charting the Course Forward: Maximizing the Value of Reward Programs," two of the five main reasons recently promoted managers leave a company are dissatisfaction with management and conflicts with supervisors. Additionally, untrained supervisors may make potentially costly mistakes, such as asking an illegal question during an employment interview, or not following proper contractual procedures with a union employee.

Key Skills Acquired in this Solution Suite

TALENT SELECTION & HIRING

High Impact Hiring with Joseph Rosse and Robert Levin provides New Managers with a proven process for evaluating and hiring the right staff.

MANAGEMENT

Situational Leadership® II presented by Ken Blanchard empowers New Managers with the skills for managing and working with direct reports for support and skill development.

ADAPTING TO CHANGE

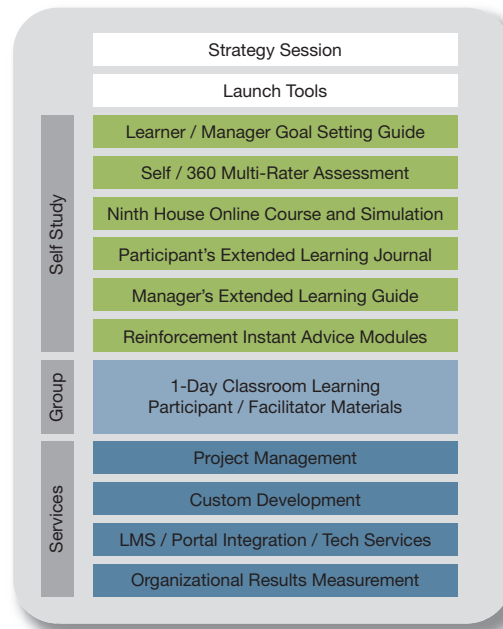
In Reframing Change and Managing Change with William Bridges, New Managers are provided with a working model for managing employees through turbulent times.

OVERCOMING ISSUES

Resolving Interpersonal Issues with David Bradford and Allen Cohen provides the skills needed to communicate and overcome situations that can detract from success.

COMMUNITY

Building Community with Clifton Taulbert provides the guidelines for building and maintaining a team that maximizes productivity by embracing respect and diversity.



Self-paced learning is an efficient way to teach and practice new skills, especially with a globally distributed workforce. But leveraging social energy and group dynamics is critical to any change process and helps put learning into an organizational context.

From setting the initial strategy to measuring results and beyond, Ninth House offers the tools, materials and best practices to make your initiative a success.

Comprised of six dynamic courses from the award-winning Ninth House curriculum, the New Managers Solution Suite from Ninth House provides newly promoted managers with the skills they need to effectively manage their teams as well as achieve measurable success throughout the organization.

Ninth House, Inc.
One Beach Street
San Francisco California 94133
P (800) 824.1767 F (415) 277.8203

www.ninthhouse.com