

# MIDDLE MANAGER MASTERY

## Program Overview

**Middle Manager Mastery (M3)** isn't just another training program; it's a transformative journey that equips your organization with the leadership edge needed to excel in today's fast-paced world.

By empowering middle managers, M3 frees senior leaders to focus on high-priority strategic goals. Unlike traditional L&D programs, M3 aligns with how individuals learn best, ensuring lasting change with a more convenient, engaging, and productive approach than multi-day offsites.



### **Master Elevated Leadership Skills**

Gain strategies to lead confidently, solve complex challenges, and deliver impactful results.

### **Develop Enhanced Leadership Agility**

Adapt to change with agility and resilience to thrive in today's fast-paced world.

### **Grow an Expanded Leadership Network**

Join a network of leaders dedicated to growth, collaboration, and shared success.

# UNLOCK MIDDLE MANAGER POTENTIAL

Each Sprint Develops a Critical Leadership Competency



## **Awareness: Reactive to Purposeful Leadership**

Managers build self-awareness and mindfulness, understanding how emotions impact their teams. Fostering empathy and emotional intelligence, they lead with confidence.

**Critical Skills:** Self-Awareness, Emotional Intelligence, Mindful Leadership & Positive Intelligence



## **Confidence: Decision Bottlenecks to Decisive Action**

Managers move from indecision to bold action, balancing risks and rewards while building trust, maintaining accountability, and sustaining performance.

**Critical Skills:** Critical Thinking, Problem-Solving, Ownership & Accountability



## **Synergy: Conflicting Priorities to Aligned Effort**

Managers take deliberate steps toward strategic goals, making every move count. Each decision, task, and action drives meaningful progress.

**Critical Skills:** Systems Thinking, Collaborative Teamwork, Prioritization & Adaptability



## **Clarity: Breakdowns to Effective Communication**

Managers master effective communication, fostering trust and collaboration through clear messaging, active listening, and constructive feedback.

**Critical Skills:** Active Listening, Clear Messaging, Feedback Mastery & Constructive Conflict

# MANAGER IMPACT SPRINTS

## Success Roadmap

Each 90-Day Sprint embeds effective habits through structured learning, practice, and reflection. This approach ensures new behaviours become automatic and deliver lasting impact.



### 1. **Pre-Work: Lay the Foundation**

Prepare participants with foundational knowledge through targeted pre-reading, assessments, and personalized development plans.

### 2. **Sprint Launch: Build Momentum**

Kick off the journey with an engaging opening session to set goals and build connections through a collaborative welcome social.

### 3. **Skill Mastery: Micro-Learning, Macro-Impact**

Bite-sized lessons focus on critical skills tied to organizational and personal goals. Interactive sessions and a 28-day Habit Builder Cycle ensure lasting behavioural change through real-world application.

### 4. **Team Elevation: Cascade Growth**

Managers lead team discussions to reinforce new skills, with peer accountability and habit-building practices creating a ripple effect of sustainable impact across teams.

### 5. **Sprint Wrap-Up: Celebrate Impact**

Showcase measurable progress with impact reports, successes, and set the stage for ongoing growth and development.

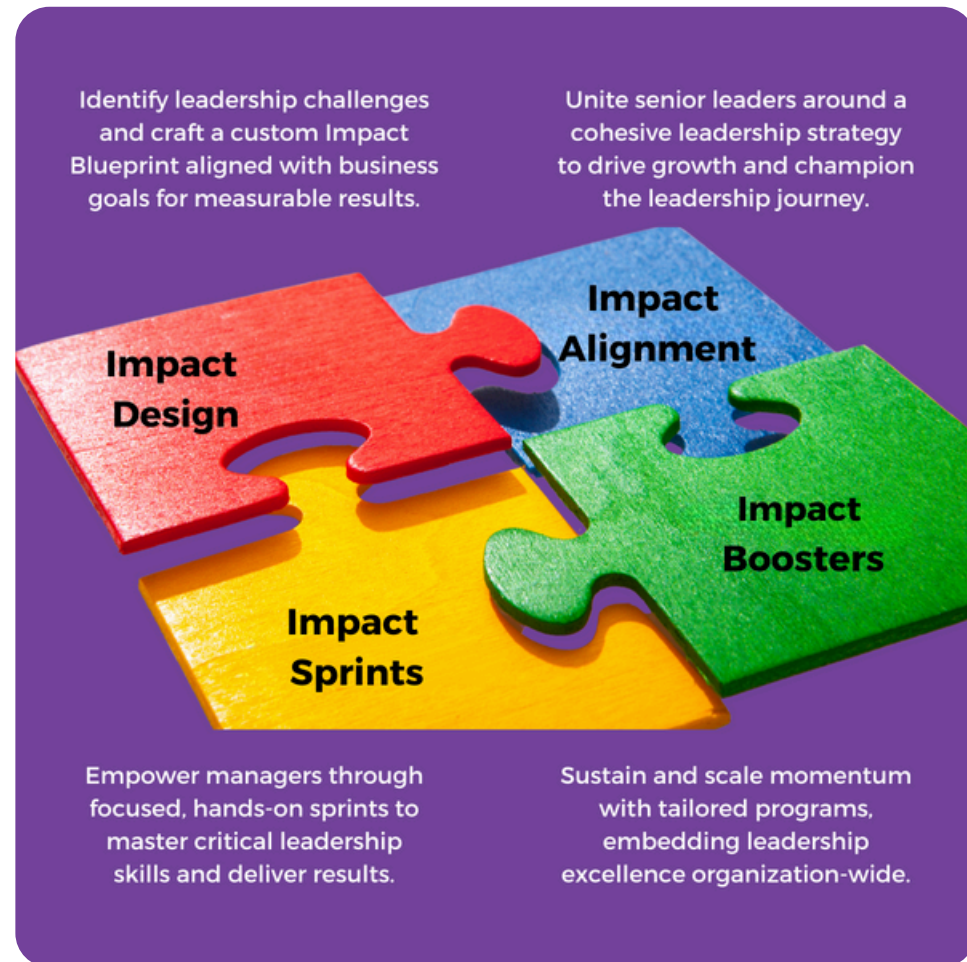
# TRANSFORMATION BY DESIGN

## Our Approach

A strategic, step-by-step approach designed to transform leadership and drive measurable, lasting success.

This framework embeds leadership excellence into the heart of organizational success by:

- addressing challenges
- aligning leadership
- empowering managers, and
- maintaining momentum



nexlevel

**HIGH VOLTAGE**  
*Leadership*