

LEADERSHIP DEVELOPMENT PROGRAM

First-Time Manager Excellence

Build the skills. Gain the confidence.
Lead with impact.

*Better
Managers
Brighter
Workplaces*



"People don't leave companies, they leave managers."

Program Overview

Great individual contributors are not automatically great managers. People are often promoted because they excel in their roles, but the skills required to lead people are very different.

First-Time Manager Excellence is a highly interactive and practical leadership program designed to help new and aspiring managers build the skills, mindset and confidence to lead effectively in today's diverse and dynamic workplaces.

Who Should Attend?

- Newly promoted first-time managers in a people management role
- Professionals expecting a promotion in the near future
- Existing managers who have not received formal leadership training
- Managers looking to strengthen their people management skills

Key Areas Covered

- The transition from individual contributor to people leader
- Building trust and credibility
- Effective communication (with clarity, empathy and confidence)
- Leading diverse and multicultural teams
- Coaching and developing people
- Handling difficult conversations and conflicts
- Creating psychological safety
- Driving employee engagement and ownership
- Building accountability (without micromanagement)

Key Outcomes

By the end of the program, participants will be able to:

- Transition confidently into a people leadership role
- Build trust and credibility with team members across cultures
- Communicate with clarity, empathy and confidence
- Apply coaching techniques to improve performance
- Deliver constructive feedback effectively
- Navigate challenging conversations with confidence
- Foster collaboration and psychological safety
- Improve team engagement and ownership
- Create accountability without micromanagement

Benefits for Participants

- Feel more confident in their new managerial role
- Build stronger relationships with their teams
- Handle difficult conversations with ease
- Gain practical tools and frameworks
- Lead more inclusive and high-performing teams
- Drive engagement, ownership and results

Program Highlights

- Highly experiential & interactive
- Real workplace scenarios & case studies
- Role plays, discussions & hands-on practice
- Practical leadership frameworks
- Multicultural team leadership
- Difficult conversation practice
- Reflection & self-awareness
- Action-oriented learning
- Take-away tools for immediate use

About the Trainer



Sunil Kumar Kakarla
Co-Founder, Rewire360

- IIM Nagpur alumnus
- 12+ years of corporate experience across IT, Biotechnology, FMCG, Operations, Product and People Management

*People-centric workplaces
build a better tomorrow.*

Let's Build Better Managers Together >

Get in touch to know more about the program.

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