

MANAGERS BOOTCAMP

A 2-day Intensive Program for New & Developing Managers



**Most managers don't fail because they lack ambition.
They fail because no one taught them how to lead.**

Managers Bootcamp is a two-day intensive that builds the core management skills new and developing managers need, not as concepts to understand, but as behaviours they can apply immediately.

Most people move into management because they were good at their job. Being good at the job and leading a team that is good at it are two entirely different things.

The gap shows quickly. Conversations that should be direct become awkward. Delegation that should free time up creates more work instead. Team performance stays stuck even when the manager is trying hard.

WHAT CHANGES AFTER THE PROGRAM

CHALLENGE	AFTER THE PROGRAM
From uncertain to decisive	Managers leave with a clear leadership identity. They know their style, when to flex it, and how to build trust with different people on their team. Performance conversations stop being avoided.
From poor delegation to smart distribution	Managers match the right task to the right person, communicate expectations clearly, and follow through without micromanaging. Their time opens up. Their team's ownership increases.
From feedback avoidance to honest conversations	Managers use a repeatable feedback model that is direct without being damaging. They also receive feedback without becoming defensive.
From conflict firefighting to proactive resolution	Managers read team tension early and address it before it becomes a performance issue. They stop losing good people to preventable friction.
From reactive to goal-driven	Managers set clear objectives, track progress meaningfully, and coach underperforming team members without crossing into micromanagement.
From overwhelmed to in control	Managers build practical systems for prioritising, managing energy, and protecting time. Burnout becomes something they can see coming.



Module 1: Leading with Clarity

- Understanding your default leadership style and when to flex it
- Situational fluidity: matching your approach to team maturity
- Self-awareness, empathy, and building credibility early in role

Module 2: Communication That Drives Performance

- Active listening: hearing what teams are really saying
- Giving feedback that is direct without being damaging
- Delegation as a leadership tool: matching the right task to the right person
- Setting clear expectations, authority levels, and follow-through plans
- Workload prioritisation and boundary-setting

Module 3: Performance, Conflict, and Goal Setting

- Setting performance expectations and standards
- One-on-one conversations that actually work
- Addressing underperformance early and directly
- Reading team tension before it escalates: de-escalation and structured resolution
- Building SMART goals teams commit to, not just comply with

Module 4: Change, Motivation, and the Manager's Mindset

- Managing resistance and team uncertainty during change
- Communicating change with clarity and confidence
- Understanding and responding to individual motivation drivers
- Creating an environment where people want to perform
- Building a 30-day action plan tied to your specific team context

Each participant leaves with a 30-day action plan.

PROGRAM DETAILS

Duration	Two-day intensive (12 hours). Can be split into modular sessions spread over 4 to 6 weeks.
Methodology	Interactive workshops, experienced facilitators, real-world scenarios, coaching and feedback, ongoing support.
Materials	Learner Guide, Workbook, Job Aids for on-the-job reference, Course Completion Certificate.
Delivery	In-person, virtual, or blended. Facilitated by practitioners with hands-on management backgrounds.



Built for what happens after.

Most training does not fail because of what happens in the room. It fails because of what does not happen when people get back to work. Managers Bootcamp is built around three deliberate phases.

BEFORE THE ROOM

One Week Prior

Participants complete a short pre-work assignment: a self-assessment of their current leadership style and a brief on one real team challenge they are currently navigating. This primes the learning and ensures Day 1 starts with context, not theory.

IN THE ROOM

Two Days

Every concept is immediately applied. Each module follows a consistent arc: introduce the framework, examine a real scenario from the participant's own industry, practise the skill in pairs or triads, and commit to a specific workplace application before moving on. No lecture-only sessions.

AFTER

30 Days

Each participant leaves with a 30-day action plan built during Module 4. The plan names three behavioural commitments, the specific team situations where they will apply them, and a success indicator for each.

Day 30 Check-in:

Each participant's plan is reviewed in a structured peer accountability session, facilitated or self-managed, depending on the organisation's preference. What worked, what did not, what needs a different approach.

Manager's Toolkit (Digital):

A curated set of job aids accessible on the job: delegation checklist, one-on-one conversation guide, feedback model card, goal-setting template, and conflict de-escalation map.

Optional Coaching Add-on:

For organisations that want deeper reinforcement, One-to-One coaching sessions post program for managers working through specific team challenges.

Manager by Design (Simulation Add-on):

A gamified leadership simulation that goes beyond what classroom training can reveal. Participants navigate five critical team dynamics: trust, conflict, commitment, accountability, and results. An AI evaluator scores responses on vulnerability, impact, and growth mindset, not just the 'right' answer. Each participant leaves with a specific Behavioural Archetype and a 30-day Stop/Start/Continue action plan. **Available as a standalone program or layered on top of Managers Bootcamp for organisations that want assessment alongside development**

HOW WE MEASURE IMPACT

Behaviour change that cannot be observed cannot be claimed. Here is what measurement looks like across the program lifecycle.

STAGE	WHAT WE MEASURE	HOW
Before the program	Leadership style baseline, self-rated competency across 6 management areas	Pre-program self-assessment (10 min, digital)
After Day 2	Immediate behaviour intent, confidence shift, session quality rating	End-of-program reflection and participant rating
Day 30	Behavioural commitments kept, team application outcomes	30-day action plan review and participant self-report
Optional (Day 60+)	Direct report perception of manager behaviour change	Short 3-question pulse survey to team members

Ready to build better managers?

Let's talk about your managers challenges and whether this program fits your context.

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