

## Fall 2020 Manager Cohort

Managing people. It's one of the most important and rewarding jobs we can do; it's also challenging and can feel overwhelming. Consider the following findings\*:

- *People don't leave jobs, they leave managers*
- *Only one in 10 people have an inherent natural talent for management*
- *The quality of managers is the single biggest factor in an organization's long-term success*

These findings demonstrate the significant impact that managers have on employees and organizations. Yet, despite the fact that only 1 in 10 of us is inherently gifted at managing others, we often receive little to no training in how to actually – let alone effectively - manage their employees. This 8-week series is specifically designed for those who manage others to learn, practice, and implement the skills they need to be successful. Managers who participate in this series will gain actionable techniques for engaging both their individual employees and creating high-performing teams, as well as strategies for addressing management “hot topics” such as facilitating difficult conversations. Additionally, specific considerations for managing virtual teams will be addressed throughout the series, as more of our workforce continues to work fully or partially remotely. From those looking to become managers to those who have years of management experience looking to deepen their skills, this series will provide the practical guidance managers need to be successful and contribute to their organization's success in today's world.

\*Statics from Gallup, <https://news.gallup.com/topic/report.aspx>

**New Chapter Coaching is hosting this virtual Nonprofit Manager Series with a goal to:**

**Bring together a cohort of nonprofit managers to support and learn from each other as they grow their leadership skills and enhance their organizations' success in today's rapidly changing world.**

**Group Facilitator:**

Carrie Collier, New Chapter Coaching, LLC

**Duration:**

Eight Weeks (September & October 2020)

**Frequency:**

This series has two components:

**Five Group Training Sessions** *(these will be two-hour workshop style sessions tentatively scheduled Thursdays 8:30– 10:30 a.m.)*

**Three Peer Practice Sessions** *(75 minutes in length, to be scheduled with your peer partner during the weeks of 9/21, 10/5, and 10/19)*

**This is an exciting opportunity for nonprofit managers who:**



- Are interested in being part of a supportive group of leaders who want to grow in their capacity for managing others
- Are motivated to learn how to become the best version of themselves as a manager in today's rapidly changing world
- Have the desire to contribute to their organization's mission & success



At each group training session, nonprofit managers will learn about management best practice and enhance their skills through facilitated practice, as well as connect with and form community with fellow managers. Topics will include fundamentals of great management; actionable strategies for increasing employee engagement; harnessing individual & team strengths; creating psychological safety; providing feedback (including conducting performance reviews and creating accountability measures), effective delegation, & more!

**Key Benefits:**

- Increased knowledge and implementation of management best practices
- Improved ability to engage and motivate employees
- Reduced stress and indecision related to personnel issues
- Enhanced ability and confidence in managing others
- Increased ability to provide employee mentoring and development

**Cost:**

- Early bird registration fee is \$299; after that the cost is \$330
- Registration for each Manager Series member includes:
  - Professional group instruction and facilitation via Zoom
  - Training agendas and materials
  - Certificate of Completion (*must miss no more than one small group session and complete all peer practice sessions*)

**Number of Participants:**

- Registration is limited to 16 participants
- Participants will be selected on a first-come, first-served basis



For more information, or if you have any questions, please contact  
Carrie Collier

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**We hope to see you there!**