

# Preparing First-Time

# Managers to Lead



White Oak Consulting  
Purposeful. Passionate. Productive.



**M**oving from “individual performer” to leading a team or department is a challenging leap, even for the most talented professionals. In fact, 50% of first-time managers fail within their first year. One of the biggest challenges first-time managers face is learning how to develop and inspire others so that those whom they supervise can succeed independently. New managers need guidance and mentoring to navigate these challenges and be effective in their roles.

White Oak Consulting holistically prepares first-time managers to lead. Unlike other consulting companies, we help leaders to discover and integrate their “call” within their work, as a foundation for the exercise of leadership. We have seen that when employees lack a foundational understanding of call in their lives and work, they frequently disengage and disconnect. According to Gallup (2013), 70% of employees today are disengaged, and only 8% of people strongly agree that they experience overall well-being because of their work. We want to change this situation for employees. Our program simply has a different starting place for leadership development – a more reflective lens of self-discovery.

## Program Format

The foundation of all our leadership programs is Action Learning, where participants are given an opportunity to work on a real organizational challenge while developing their leadership skills. We can work with you to integrate several or all of the following components into a leadership program:

- Guidance with the selection of people for the program
- Guidance on communicating clear expectations for first-time managers
- Special instructions for guiding and working with Millennials
- One or two online assessments for each participant
- Six-to-nine days of classroom instructional training
- Individual coaching and mentoring for each participant

## Features

- A customized program based on your goals and needs
- A library of leadership practices, skills and tools to draw from
- A method to enable leaders to discover and live their call
- Action Learning as the “pressure cooker,” ensuring that what participants learn, sticks
- An opportunity to solve a real business problem in your organization

## Results

At the completion of the program, your First Time Managers will be:

- Highly motivated because they are discovering their call
- Better prepared for the transition to their new role
- More consistent in demonstrating effective manager behavior
- Able to transform how they lead teams
- Successful working with those they lead, especially Millennials

## Who Should Participate

First-time managers and those you are considering for transition into management.

## Special Training for Millennials:

Develop Soft Skills

Improve Time Management

Become Your Best Self

Communicate Better

Overcome Fears of Failure



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If you are interested in finding out more about the program, please contact Paul Breaux at [pbreaux@whiteoakconsult.com](mailto:pbreaux@whiteoakconsult.com) or over the phone at +1 985-307-0094.

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