



CONNECT THE DOTS

Training & Consulting cc

*This course is delivered **online** or in a **classroom setting***

MIDDLE MANAGEMENT DEVELOPMENT PROGRAMME



Your Lifelong Learning Partner



ENROLLMENTS

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"We Train Your Employees For Strategic Execution"



Managers are uniquely positioned lead organization's into the future

MDP is a comprehensive programme that equips Managers with the necessary competencies to implement strategic objectives. It develops a basic understanding of the different fields of management to ensure that managers do not perform their functions in isolation and attempts to breakdown the silo's that exist within the context of the Managers role within the organisation.

This course provides a broader understanding of management principles aligned to the organisations Leadership Development Programme, and in this way brings real business benefits to participants. It has been designed to equip delegates with the necessary skills and knowledge, competencies and information, to ensure growth and continuous performance improvement. It is an informed proactive approach to develop management competencies for people aspiring to climb the management career ladder. On the other hand reactive to those who are already in management positions but still need to enhance their managerial competencies

What will I learn?

By the end of the course, you will be able to:

Investing in Self Growth.

- Self Discovery.

- Stepping Into Ones Power.

- The Leadership Landscape.

Leading Through Turbulent Times.

- Creating a thinking environment

- Aligning performance goals with strategy

- Multiplier and Diminisher

- Robust Conversation

- Leveraging the Best in Others

Managing in a Matrix Organisation

- Manage cost and control

- Managing vs delegation

- Managing change

- Basic management principles

WHO SHOULD ATTEND



- Middle managers
- Supervisors being groomed for middle management roles

Course Information

Length: 9 months

HOW WILL I LEARN?

Materials and learning aids

Participants will receive all learning materials including pre and post work, assignments, assessments and portfolio's one day before the start of the relevant module, links etc. via email.

Engagement with experts

Facilitator engagement sessions will be held on a zoom platform. Your engagement will be in real-time chat sessions and webinars. These sessions will provide you with an opportunity to engage with the information presented by the facilitators.

Chats, networking and support

WhatsApp chats give you the opportunity to interact with your peers in real time and build valuable networks. A closed group will be formed with all participants from your session. Faculty facilitators will have access to this group to support you through your assignments and or pre-post work.

Dynamic Coaching

Scheduled online sessions will take place online from time to time to support you in applying and cementing skills learnt.

Assessments and Evaluations

Assignments and assessments will be due four weeks after the final training session. This will allow you time to practice the concepts, skills and theory in your own work environment. Evaluations must be completed before the end of each training session and must be done online.

Certificates of Completion / Competence

Certificates will be issued three weeks after successful completion of every module and upon submission of each module assessment / assignment. Certificates of Competence will be issued after the relevant Seta has assessed and moderated your portfolio.





WHAT WILL I LEARN?

The learning process consists of 23 days of interactive learning delivered over a period of 9 months.

Phase 1: Investing in Self Growth – 3 days

- SELF discovery
- My leadership voice
- Managing vs. Leading (The role of a Manager)

Phase 2 Leading through Turbulent Times – 5 days

- Creating a thinking environment
- Aligning performance goals with strategy
- Multiplier and Diminisher
- Robust Conversation
- Leveraging the Best in Others

Phase 3 Managing in a Matrix Organization - 5 days

- Manage cost and control
- Managing vs delegation
- Managing change
- Basic management principles

NB – customized modules are optional and will require additional training days. Eleven coaching sessions are built into this course.

WHICH ELECTIVE MODULES AND ROLE SPECIFIC MODULES ARE AVAILABLE TO CHOOSE FROM

- Employee Engagement Strategies
- Lifestyle and Stress Management
- Presentation Skills
- MS Office
 - MS Word
 - MS Powerpoint
 - MS Excel

A student can choose only one elective per year.

