FIRST TIME MANAGER TRAINING PROGRAM

FOXCONN HON HAI TECHNOLOGY GROUP — A Business Group

FXCN HRD-TRAINING · ESTD 2020

Batch I
Oct 10, 2025

Batch II
Oct 13, 2025

We are proud to celebrate the successful completion of the First Time Manager External Training Program — a transformative journey for our engineers stepping into leadership roles. With two highly engaged batches totaling 52 participants, this program has not only equipped emerging leaders with essential managerial skills but has also sparked a renewed sense of confidence, clarity, and purpose.

From technical experts to team leads, these engineers are now better prepared to lead with empathy, communicate with impact, and manage both people and priorities effectively.

PROGRAM OVER VIEW

Stepping into Leadership with Clarity

Many shared how the transition from individual contributor to manager felt overwhelming at first. The training helped them understand that leadership isn't about doing more work themselves-but about enabling their teams to succeed. Learning to delegate, coach, and prioritize team goals over individual tasks has been a game-changer.

Building Trust Through Authentic Communication

Interactive role-plays and real-life simulations taught participants how transparency, consistency, and active listening build trust. One engineer shared, "I used to think strong leadership meant having all the answers. Now I know it's about creating space for others to contribute-and that starts with trust."

Growing Emotional Intelligence, One Conversation at a Time

The focus on emotional intelligence resonated deeply. Participants learned to recognize their own emotions and respond empathetically to their team members. This new awareness is already improving team dynamics, reducing friction, and fostering psychologically safe environments where everyone feels heard.

Mastering Time, Tasks, and Priorities

With hands-on activities like the A–Z Exercise and King's Chess Board, engineers gained practical tools to manage their time and think long-term. They're now applying techniques like task prioritization and delegation to reduce burnout and focus on high-impact work-both for themselves and their teams.

Learning by Doing – Together

The power of experiential learning stood out. From Team Untangle to Paradigm Shift exercises, participants didn't just hear about collaboration—they lived it. These engaging sessions built camaraderie across departments and gave them a shared language for teamwork and change.

PROGRAM ANALYTICS

Attendance Rate
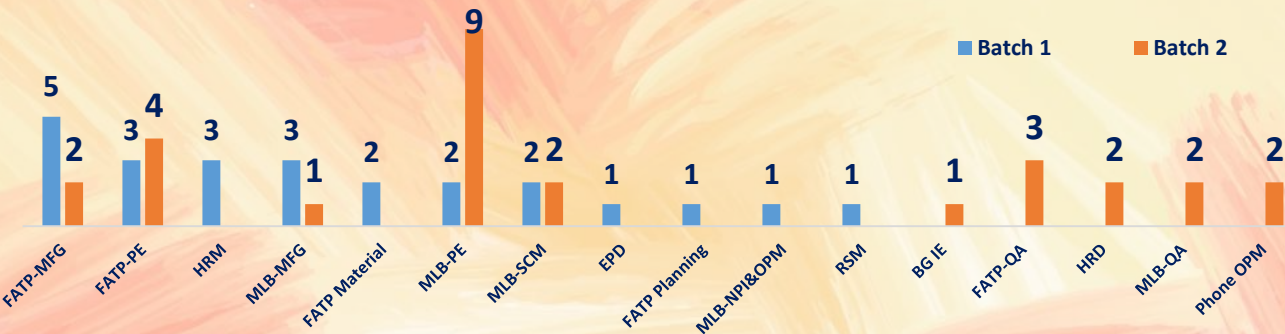
100%

Satisfaction Rate

95%

Overall Training Hours

16 Hours

HEAD COUNT

Batch I

24 HC

Batch II

28 HC

■ Batch 1   ■ Batch 2

| Department	Batch 1	Batch 2
FATP-MFG	5	2
FATP-PE	3	4
HRM	3	
MLB-MFG	3	1
FATP Material	2	
MLB-PE	2	9
MLB-SCM	2	2
EPD	1	
FATP Planning	1	
MLB-NPI&OPM	1	
RSM	1	
BG IE		1
FATP-QA		3
HRD		2
MLB-QA		2
Phone OPM		2
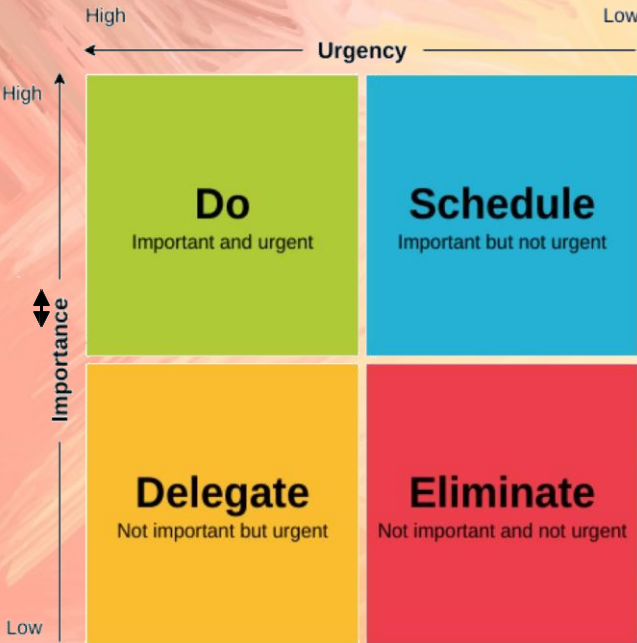
Priority Matrix

The Priority Matrix is a useful tool for managing tasks by categorizing them based on their urgency and importance. It is divided into four quadrants: tasks that are both urgent and important, which should be addressed immediately; tasks that are important but not urgent, which should be scheduled for later; tasks that are urgent but not important, which can often be delegated; and tasks that are neither urgent nor important, which can usually be eliminated. This framework helps individuals and teams focus on high-impact activities, improve time management, and reduce stress by prioritizing effective
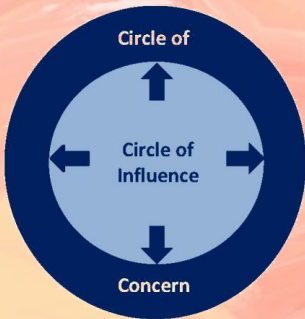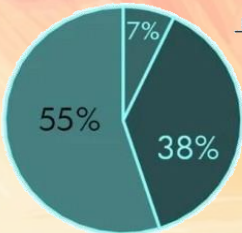
Proactive Focus
Positive energy enlarges Circle of Influence
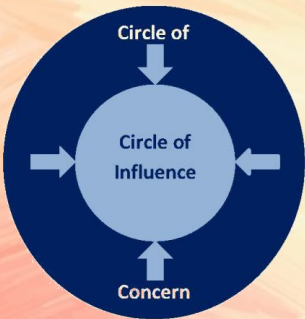
Reactive Focus
Negative energy reduces Circle of Influence
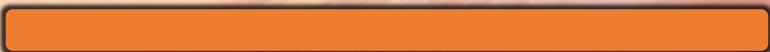
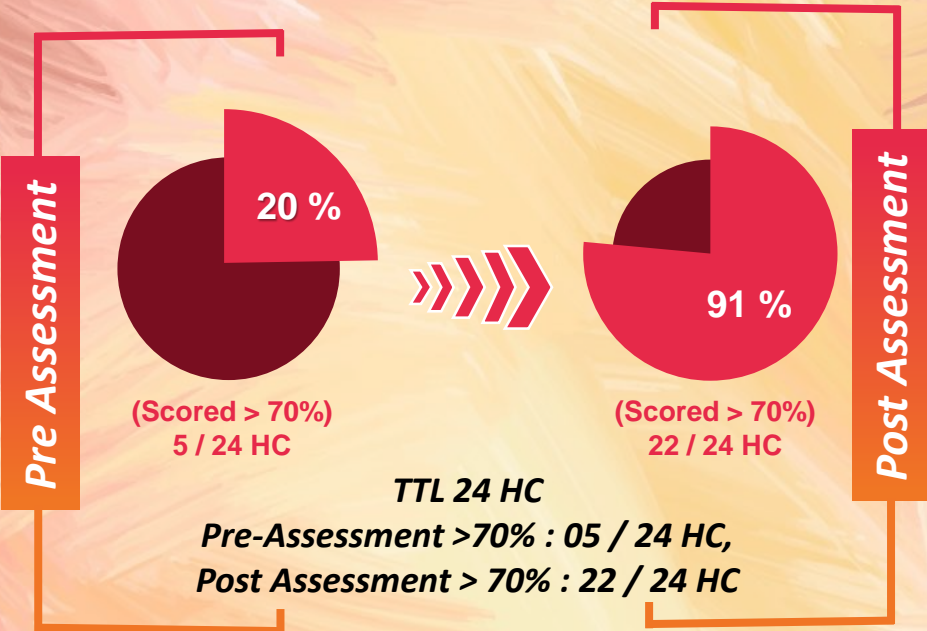## COMMUNICATE LIKE A LEADER

Dr. Albert Mehrabian's 7-38-55% Rule
Elements of Personal Communication
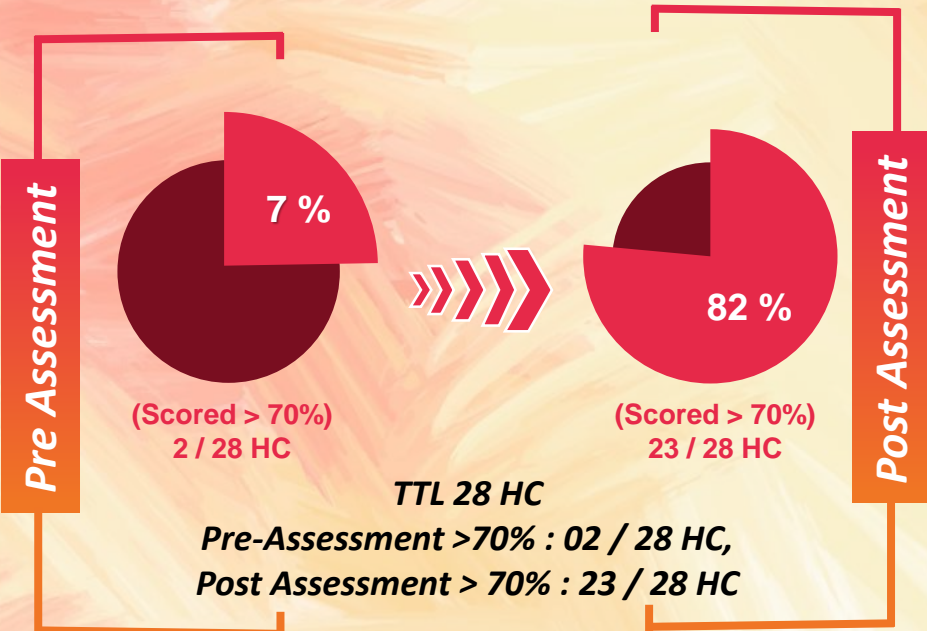- 7% spoken words
- 38% voice, tone
- 55% body language

• Facial expressions	• Open / impactful body language
• The power of a smile	• Voice projection & tone

Batch I

Pre Assessment

20 %

(Scored > 70%)
5 / 24 HC

91 %

(Scored > 70%)
22 / 24 HC

Post Assessment

TTL 24 HC
Pre-Assessment >70% : 05 / 24 HC,
Post Assessment > 70% : 22 / 24 HC

Batch II

Pre Assessment

7 %

(Scored > 70%)
2 / 28 HC

82 %

(Scored > 70%)
23 / 28 HC

Post Assessment

TTL 28 HC
Pre-Assessment >70% : 02 / 28 HC,
Post Assessment > 70% : 23 / 28 HC

"Empowering leaders today to shape the success of tomorrow."

To be continued...!!!