



Center for Executive Education

NEW MANAGER DEVELOPMENT PROGRAM



United States
International
University-Africa

Education to take you places

www.usiu.ac.ke



ABOUT THE PROGRAM

Absolutely, stepping into a managerial role is both an exciting and demanding milestone that requires thorough preparation to navigate new responsibilities effectively; developing leadership skills, understanding organizational dynamics, and fostering strong communication are essential for adapting successfully and driving team success.

The New Manager Development Program (NMDP) at the Center for Executive Education in USIU-Africa plays a vital role in preparing new managers by providing essential skills, knowledge, and confidence to lead teams effectively, thereby enhancing organizational performance and fostering strong leadership capabilities.

This training program is designed to equip new managers with essential leadership skills, enabling them to effectively guide teams toward achieving organizational goals, manage budgets efficiently, monitor and improve performance, and foster clear, open communication to ensure a cohesive and productive work environment.



AIM OF THE PROGRAM

The New Manager Development Program aims to equip new managers with a solid understanding of business processes, management principles, and essential skills, helping them grasp how core functions interrelate and enhancing their ability to lead effectively within their organizations.

TARGET AUDIENCE

This program is suitable for new managers who have just assumed the role, people who are aspiring to be managers soon and people who have been in management roles for between 0 years and 2 years.



LEARNING OUTCOMES

To the Executive Professional

Increased manager effectiveness in delivery:

It equips you with the right skills and hands-on knowledge to deliver successfully.

Increased employee engagement:

It helps creating and promoting a positive and supportive work environment.

Alignment with organizational goals:

It helps you to better understand and align yourself with the vision of the organization hence making you a better employee.

To the Organization

Increased Productivity & Performance:

The training will lead to fostering effective communication, collaboration, and shared goals within a team which enhances synergy, in turn improving overall outcomes and organizational results by leveraging diverse skills and perspectives to achieve common objectives more efficiently.

Increased employee retention:

Implementing effective talent development and succession planning strategies helps the organization retain top talent, foster employee engagement, and build a robust leadership pipeline to ensure long-term organizational success.

Stronger Organizational Culture:

It helps to promote the culture of continuous learning and development.



MODE OF DELIVERY & DURATION

The one-week training program offers a dynamic blend of face-to-face and virtual sessions, providing participants with a comprehensive learning experience. Led by experienced industry experts and knowledgeable faculty, the program employs diverse teaching methods such as case studies, structured learning materials, video sessions, simulations, role plays, and group discussions to enhance engagement and practical understanding. This multifaceted approach aims to equip participants with relevant skills and insights through interactive and immersive learning techniques.

COURSE CONTENT

- i. The Shift: From specialist to Manager and leader
- ii. Understanding the difference between Leadership and Management
- iii. Understanding the Financial Environment in Business
- iv. Aligning with organisational strategy
- v. Communication in Leadership and Management
- vi. High-Performing Team Leadership and Management
- vii. Conflict Management and Resolution
- viii. Making Informed decisions during a crisis
- ix. Collaboration and Delegation
- x. Receiving, analysing and interpreting feedback

ADMISSIONS

We admit applicants on a rolling and space-available basis. You are therefore advised to submit your application as soon as possible.

The admissions process is based on your professional experience and achievement, your responsibility in the organisation, and the admissions criteria for each program as described in the Target Audience. There are no formal educational requirements for this program offered by the USIU-Africa Center for Executive Education.

INTERNATIONAL PARTICIPANTS

Accommodation: The university does not run student hostels but will assist you in securing affordable accommodation at your own expense for the short duration of your stay.

Language of Instruction: United States International University utilizes English as its primary language of instruction, making it essential for students to be proficient in English to effectively engage with academic materials, participate in discussions, and complete coursework successfully.

PROFESSIONAL CERTIFICATION: CERTIFIED TEAM LEADER (CTL) (OPTIONAL)

We will issue certificates on the New Manager Development Program (NMDP); however, for those who are interested in getting the title Certified Team Leader (CTL) will be required to take a multiple-choice application exam at a separate cost of US\$250.

The certification is offered by an American Certifying body in conjunction with United States International University.



Scan for more
information

Cost

KSHS/=
55,000