



NEXTGEN **LEADERSHIP** PROGRAM

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THE PROGRAM



NextGen Leadership Program: training for new and aspiring managers delivered in partnership with VRCA and Thriveworks

Program Description

Embark on a transformative journey from team member to manager with our coaching-based program designed to empower and equip you with essential skills and knowledge. The transition into a managerial role is often challenging and this course is tailored to provide you with the confidence and foundational tools necessary to excel in your new leadership position.

Why choose this program?

Many first-time managers never receive adequate support as they transition into leadership roles. This course fills that gap by offering practical guidance and mentorship, ensuring that participants not only survive, but thrive in their new positions.

Benefits

- Gain confidence in your managerial abilities
- Develop essential leadership skills for team success
- Overcome common challenges faced in transitioning to a managerial role

Who Should Attend?

- New and aspiring managers without formal management training
- Newly promoted managers wishing to gain confidence to excel in their new roles
- First-level leaders of people and projects

Format

- In person, classroom delivery
- 24 hours of instruction over 4 6-hour sessions; plus self-evaluation period



Key Elements

- **Mindset and Skillset Transformation:** First-level and frontline managers require a fundamental shift in mindset and skillset to effectively lead teams.
- **Practical Learning:** Participants engage in guided practice sessions aimed at creating tangible business results through effective team leadership.
- **Inspiration and Empowerment:** Beyond skills development, the program is designed to inspire both managers and teams.
- **Group Discussions and Networking:** Foster meaningful connections with peers facing similar challenges through structured group discussions.
- **Psychometric Assessment:** Deepen your self-awareness with a psychometric leadership assessment tailored to understand your leadership style and its impact on team dynamics.



Use this course to earn up to 10 Gold Seal Credits!

KEY ELEMENTS

COURSE OUTLINE

Module 1. Managerial Mindset: Understanding Yourself as a Leader

This module introduces participants to the transition from individual contributor to manager, focusing on two main objectives. Firstly, it explores the essential components of this shift in responsibilities and mindset. Secondly, it enhances self-awareness through the Insights Discovery leadership profile, which employs a four-colour model that helps participants understand their leadership style preference, appreciate diversity in styles, and learn adaptive strategies for conflict resolution, communication improvement, and fostering team collaboration.

Module 2. Navigating Difficult Conversations: Managing Performance and Providing Feedback

This module empowers leaders to cultivate high-performing teams by mastering effective feedback and communication, particularly in challenging situations. Participants will explore the neuroscience of conflict and learn to navigate difficult conversations with confidence. They will develop core leadership skills, learn impactful feedback techniques, and gain practical strategies to drive team performance and create a lasting legacy of positive impact.

Module 3. Navigating Talent: Effective Recruitment and Onboarding

This module equips participants with essential skills and strategies for effective recruitment and onboarding. Participants will explore best practices in talent acquisition, learn how to optimize recruitment efforts, and develop techniques for creating a supportive onboarding experience that enhances employee retention and productivity.

Module 4. Leading Multi-Generational Teams: The Future of Collaborative Success

This module equips participants with the knowledge and skills to effectively lead and inspire a multi-generational workforce. You will explore the unique characteristics of each generation, learn to challenge stereotypes, and foster an inclusive workplace where everyone thrives. Through interactive activities and discussions, you will gain strategies to communicate effectively, resolve conflicts, and build high-performing teams that leverage the strengths of each generation.