

New LBU Manager Development Path

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Some context and background...

- Identified 'gap' in equipping new managers with appropriate knowledge about LBU and skills.
- Recognised that 'one size fits all' approach wouldn't work.
- Decided to develop a personalised approach.





Our intended outcomes

To support new managers to feel confident in their roles.

To ensure new managers have the knowledge and skills to meet the expectations of the role.

To build positive relationships between new managers and the POD team / HR.



The key areas of knowledge and skills

- Recruiting and welcoming people to your team
- Managing absence
- Investing in your team's wellbeing at work
- Managing your team to meet operational needs
- Managing performance
- Recognising and rewarding excellence
- Supporting your team to develop their skills and build their careers
- Advancing Equality, Diversity and Inclusion in your team





Conversations and gap analysis



- One-to-one development conversation
- Identify 'gaps' in knowledge and skills
- Signpost to most useful resources and activities



Our key learning so far...



It's helpful to check the story behind the monthly reports!



Having a system to track self-assessment scores and other key information has been a real benefit.



The new managers welcome the opportunity for a one-to-one development conversation.

