

IN-HOUSE LEADERSHIP DEVELOPMENT

Grow Your Manager

A structured programme for supervisors, aspiring and new managers, and experienced managers strengthening their practice.

Your managers shape how priorities become results and how employees experience work. GYM builds the judgement and routines that make teams effective.

102

learning hours per participant

12

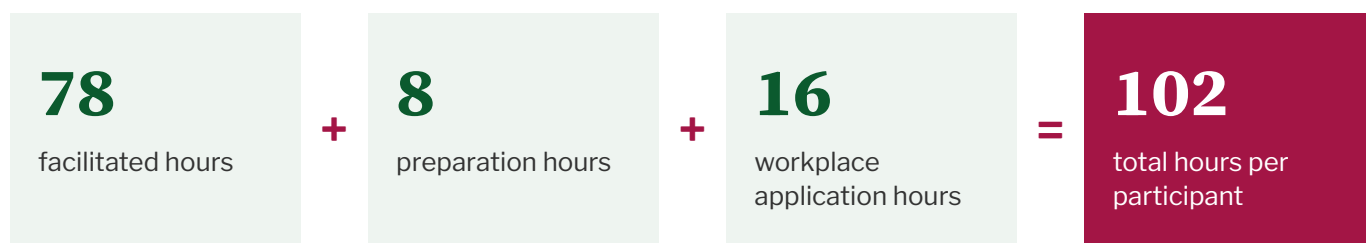
weeks, approximately, for the full programme

27

units across four sessions, plus a capstone

Management judgement, built into everyday routines

Participants practise setting clear expectations, delegating with accountability, coaching employees and handling difficult conversations. They also work through financial choices, organisational change, remote supervision and responsible use of AI, using realistic Ghanaian workplace scenarios.



FOUR CONNECTED LEARNING BLOCKS

SESSION 1 · 15 HOURS

Self

Lead yourself with judgement.

SESSION 2 · 22 HOURS

Managing Work

Turn objectives into reliable delivery.

SESSION 3 · 21 HOURS

Managing People

Build performance through people.

SESSION 4 · 20 HOURS

Managing the Organisation

Connect team decisions to wider value. Includes a four-hour integrated capstone.

WHO SHOULD ATTEND

Supervisors and team leaders, aspiring and newly appointed managers, and experienced managers who want to strengthen their practice.

WHAT YOU GAIN

Participants leave with editable materials, reusable management tools and a 30/60/90-day development plan. Your organisation gains a common management language.

SESSION 1

Self

*Lead yourself with judgement.***15 facilitated hours**

1.1	Understanding management and leadership	3 h
1.2	Becoming a manager and achieving results through others	2 h
1.3	Self-awareness, emotional intelligence and adaptive leadership	2.5 h
1.4	Values, ethics and managerial credibility	2.5 h
1.5	Personal effectiveness, resilience and boundaries	2.5 h
1.6	Managing in a changing world of work	2.5 h

Plus 2 hours of preparation and 4 hours of workplace application.

SESSION 2

Managing Work

*Turn objectives into reliable delivery.***22 facilitated hours**

2.1	Goals, standards and team objectives	2.5 h
2.2	Planning, priorities and workload	2 h
2.3	Delegation, empowerment and accountability	3 h
2.4	Communication, listening and questioning	3 h
2.5	Feedback, coaching and developmental conversations	3 h
2.6	Meetings, collaboration and team coordination	2 h
2.7	Problem-solving, evidence and managerial decisions	2.5 h
2.8	Leading remote, hybrid and distributed work	4 h

Plus 2 hours of preparation and 4 hours of workplace application.

SESSION 3

Managing People

*Build performance through people.***21 facilitated hours**

3.1	Performance management and underperformance	3.5 h
3.2	Motivation, engagement, trust and psychological safety	2.5 h
3.3	Professionalism, difficult behaviour and fair intervention	2 h
3.4	Conflict resolution and difficult conversations	3 h
3.5	Leading age-diverse and multigenerational teams	3.5 h
3.6	Developing people, inclusive teams and succession	2.5 h
3.7	Managerial AI literacy, responsible use and human oversight	4 h

Plus 2 hours of preparation and 4 hours of workplace application.

SESSION 4

Managing the Organisation

*Connect team decisions to wider value.***20 facilitated hours**

4.1	Strategic thinking and organisational value	3 h
4.2	Business acumen and financial awareness	3 h
4.3	Stakeholders, influence and managing upwards	2.5 h
4.4	Leading change and organisational readiness	3 h
4.5	Innovation, work redesign and digital transformation	2.5 h
4.6	Risk, controls and organisational accountability	2 h
P.1	Integrated capstone, development plan and programme close	4 h

Plus 2 hours of preparation and 4 hours of workplace application. Capstone hours are included in the session total.

Learning that moves into work

Facilitator-led explanations and worked examples combine with case discussions, role-play, coaching triads, simulations and peer feedback. Preparation, reflection and structured workplace assignments connect every session to each participant's own responsibilities.

1

Understand and analyse

Short facilitator inputs and worked examples. Case discussions and small-group problem-solving. Financial exercises, decision tools and critical review of AI outputs.

2

Practise and receive feedback

Role-play and conversation rehearsal. Listening and coaching triads. Simulations and tabletop exercises. Peer observation, teach-back, facilitator feedback and debrief.

3

Apply and demonstrate

Self-paced preparation and reflection. Worksheets and workplace assignments. Manager or learning-partner review. Knowledge checks, the capstone and a 30/60/90-day plan.

AN IN-HOUSE COHORT BUILT AROUND YOUR PRIORITIES

About 12 weeks

Four learning blocks with preparation before each and workplace application between them.

Flexible delivery

In-person workshops, live online or blended learning, with offline and low-bandwidth alternatives.

Shaped with your sponsor

We agree the schedule, sector context and workplace challenge with you before delivery.

Evidence of progress

Knowledge checks, observed practice and the capstone give a basis for feedback and development planning.

WHAT PARTICIPANTS TAKE BACK TO WORK

Reusable tools for objectives, delegation, coaching, performance and change.

Editable materials to revisit and share with their teams.

A 30/60/90-day plan agreed at the capstone to carry learning forward.

Build a cohort for your organisation

1

Discuss your management priorities

Tell us about the managers you want to develop, the challenges they face and your preferred dates.

2

Shape the programme together

We agree the schedule, sector context and workplace challenge with your sponsor, and send a proposal.

3

Grow your managers over 12 weeks

In person, live online or blended, ending with a capstone and a 30/60/90-day plan for every participant.

TALK TO US

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