



# Matchisa Development Consulting

## THE MANAGER BOOTCAMP COURSE

### What is the Manager Bootcamp?

The Manager Bootcamp is a transformational experience that explores key elements of managing teams and individuals to achieve great performance outcomes in line with your organisational strategy. This course was developed by Worldsvie Academy, an Organisational Development Centre of Excellence. Matchisa is a long standing partner of Worldsvie Academy and is accredited to deliver this course. At Matchisa we have tailored the course to the international development and humanitarian sectors and offer facilitation through expert facilitator/trainers with over 20 years first hand experience working with a wide range of organisations and institutions in Africa, Asia and the Pacific.

### Who is it for?

To become a manager is to practice a new discipline, different from just doing the work yourself. Now you have to get others to show up and give their best. It sounds simple, but it requires a whole new way of thinking about your work and what it takes to be successful.

We build a bridge between learning about management and leadership, and the actual work of managing teams and individuals in the workplace to deliver high performance.

The Manager Bootcamp brings managers in the organisation together to develop effective and healthy management practices to ensure that your organisation's strategy gets executed, that the business succeeds, and that you keep, and keep attracting, the best people out there. The course is aimed at:

- Experienced managers who want to further develop skills
- Managers who have not had formal management training
- Those who would like to attain a management role
- New managers and supervisors

### What do you learn?

Managers learn through :-

- Studying the key aspects of managing, specifically as they relate to your organisational context and face-to-face facilitated peer conversations which enable the development of a shared language for managing the organisation with a shared view of what good management looks like.
- Workplace assignments that address real current workplace issues and that will have an immediate impact on the manager's performance using a Manager Toolkit that provides knowledge insights, techniques and processes for dealing with managerial challenges.
- Peer engagement, sharing and developing great management practices in the context of the organisation

## How is the course delivered

A minimum of 10 and maximum of 20 participants per group.

6 days of contact learning, in 3 blocks of two days each, over 3-4 months. This ensures that what is learnt from the course is transferable to the workplace and progress can be discussed in the peer group.

180° pre-assessment with direct manager and setting of personal objectives.

Enneagram personality profiling to enhance understanding of individual characteristics influencing management and leadership styles.

Provision of preparatory reading using online platform for each block and assessed post-block assignments.

Coaching provided between the blocks to enable identification of barriers to new management behaviours and to support and encourage positive changes.

A fit-for-purpose management development programme, consisting of selected themes and modules, can also be put together to address your specific manager development needs.

## Structure of the course

### Day 1 and 2

#### **The big picture: managing for organisational success**

- What does it take to be a manager and a leader?
- How does organisational vision and strategy translate into my management goals?
- How do I navigate my organisational world?
- How do I contribute to building a high-performance culture?

### Day 3 and 4

#### **Aligning and managing teams and individuals for performance**

- What is my role in the performance life cycle of my team and individual reports.
- How can I have more effective conversations?
- How to build a purposeful, high-performance team?
- How do I support the development of individuals reporting to me?

### Day 5 and 6

#### **Managing and leading myself**

- What does it take to be a leader, not merely a manager?
- How can I become more powerful and influential?

## What is the outcome of the course?

Confident, focused and energised managers.

Great business performance results.

Engaged and happy employees.

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Please contact us for more information

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