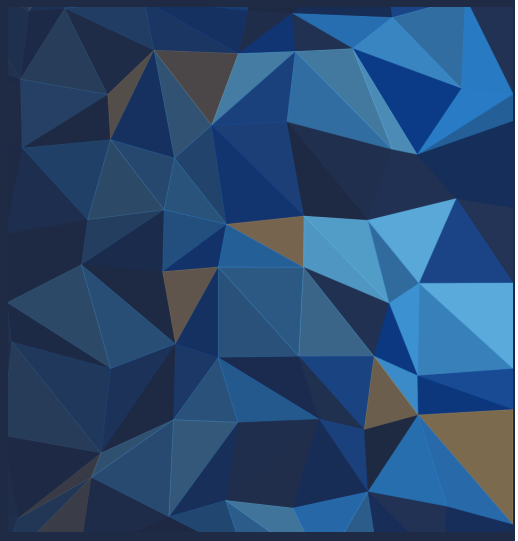
A SUBIO MANAGEMENT DEVELOPMENT PROGRAMME

Manager Essential

The 6-week programme for confident, consistent people managers

Live online learning. Practical follow-up coaching. Measurable change in how your managers manage.



6	4	12	2
weeks, start to finish	focused modules	hours of guided learning and coaching	assessments to measure progress

The challenge

Most managers are promoted because they were good at the job, then expected to manage people without being shown how. The result is familiar:

- Difficult conversations are avoided, and issues are tolerated for months
- Standards differ from one team, and one manager, to the next
- Accountability is unclear, so work and problems fall between people
- Managers don't always model the behaviours they expect of others
- Wellbeing and performance overlap, and managers aren't sure what to do

WHO IT IS FOR

Line managers who lead people while still doing the day job

- New and recently promoted managers
- Experienced managers who never had formal development
- Management teams that need a shared standard
- Cohorts of 6–12 managers

How it works

Each of the four modules follows the same simple cycle, so learning turns into everyday practice rather than staying in the training room.

1. Learn

2-hour live online module with Subio: models, tools and practice.

2. Apply

1-hour follow-up coaching session to translate it into your workplace.

3. Act

Managers commit to specific actions with their own teams.

4. Review

Actions are reviewed at the next session, so habits stick.

"The standard you walk past is the standard you accept."

Lieutenant General David Morrison

Manager Essential gives every manager the confidence to set the standard, and to step in when it isn't met.

Four modules. Six weeks.

Each module combines a 2-hour live online session with a 1-hour follow-up coaching session, built around your organisation's real situations.

MODULE 1
Step Up
Management responsibilities & standards

- From expert to manager
- Leading vs managing
- Setting CLEAR, observable expectations
- Responsible vs accountable
- Leading by example

Outcome: **Shared management standards everyone upholds**

MODULE 2
Step In
Performance & difficult conversations

- The cost of tolerating issues
- FACT: feedback that lands
- Preparing and holding the conversation
- Handling defensiveness
- Documenting and escalating

Outcome: **Issues addressed early, fairly and consistently**

MODULE 3
Adapt
Managing individuals & wellbeing

- Matching style to skill and confidence
- Coaching vs directing
- Wellbeing: notice, ask, listen, signpost
- Neurodiversity and generations
- Capability vs conduct; adjustments

Outcome: **Support for individuals without lowering the bar**

MODULE 4
Lead Together
Professionalism, teamwork & culture

- Team-first thinking
- Disagree in private, align in public
- Confidentiality and composure
- High standards with psychological safety
- Leading change

Outcome: **One management team with shared commitments**

Your six weeks at a glance

WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6
Pre-programme assessment · Module 1 online · Coaching session 1	Module 2 online · Coaching session 2	Module 3 online · Coaching session 3	Module 4 online	Coaching session 4 · Collective commitments	Post-programme assessment · Impact report

What's included

- Four 2-hour live online modules, delivered by Subio
- Four 1-hour follow-up coaching sessions, led by a Subio coach or your own coach or HR partner
- Coach briefing packs and templates for every session
- Pre- and post-programme assessments
- Participant materials and action logs
- Summary impact report for leadership

What your organisation gains

- Agreed management standards, applied consistently
- Managers who step in early instead of tolerating issues
- Fewer problems escalating to HR and senior leaders
- Better support for wellbeing, with standards held
- A management team that leads together
- Before-and-after evidence of progress

Ready to build stronger managers?

Book a 30-minute discovery call. We'll tailor Manager Essential to your organisation, cohort size and timescales, with a fixed fee per cohort.

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subio
OPTIMISE PEOPLE'S IMPACT