Connected Management 2024

A management development programme over 10 online workshops to build your skills and help you thrive.

THE WORLD OF WORK PROJECT

Welcome to Connected Management '24

Hi Everyone,

We're Jane and James from the World of Work Project and together we lead the Connected Management development programme at World of Work Project. Every cohort is led by one of us alongside some brilliant WOW associates.

This programme will help you develop the skills, knowledge and confidence to lead thriving, high performing teams. By the end of this programme you will understand the psychological and social foundations on which great teams are built, and to learn the tools and practices used by high-performing managers.

This programme consists of 10 online workshops, 1:1 coaching style conversations and independent learning.

Over the next few pages, we'll let you know more about what you can expect from the programme, and what to expect.

We're super excited to be delivering this open programme for the fourth year in a row and are looking forward to welcoming all of you to the 2024 edition soon.

Jane & James

About us

World of Work Project is a Community Interest Company based in Edinburgh, Scotland. We deliver leadership and management development programmes and help organizations and teams improve their cultures and ways of working.

I'm Jane. I led teams and organisations in the third sector for over 20 years, predominantly working in non-profit sports. I'm now an organizational psychologist, facilitator and leadership and strategy consultant. I love working with teams and leaders to overcome their challenges. When I'm not doing that, you'll find me studying for my doctorate or taking my dog, Ripley for a walk

I'm James. I live in Edinburgh and I set up with World of Work Project with Jane in 2019. I worked in finance and financial services for the first half of my career, initially as an accountant and project manager, before transitioning into the leadership, management and organizational development work. I love helping teams grow and develop. When I'm not doing that, I like running, food and travel.

Our management development philosophy

We believe that the real world is a complex and messy place, especially where people are involved. We don't believe that there are simple solutions to many of the challenges managers face, nor we we believe that there are single models that are universally applicable that will make you a great manager.

Instead, we believe that becoming a great manager involves improving your self-awareness and developing a rounded understanding of the psychological and social foundations on which great individual and team performances are built. Once you've done this, you can learn tools and management practices that you can apply to achieve your management objectives, while helping yourself and those around you be at your best.

Our management development approach is anchored in helping participants explore evidenced based, practically applicable theories and models through self reflection, conversation, peer based activities and in team experiments.

At our core, we believe that helping participants grow as people helps them grow as managers, so this is what we aim to do.

How our development programmes feel

- ✓ Our develop programmes and workshops are friendly, welcoming, non-hierarchical and inclusive,

- ✓ We keep our group sizes small to help create more space for more participant engagement and interaction,

- ✓ We know that participants bring lots of knowledge, insight and experience, so we always make space for peer based learning and discussion,

- ✓ As facilitators we are humble, inquisitive and love to listen and learn,

- ✓ We see our role as sharing the latest thinking from the worlds of psychology and management science and guiding and supporting you as you develop your insight and understanding,

- ✓ We adopt a very coaching based approach so most of the activities we use are conversationally based and involve working in small groups,

- ✓ We always try and provide some time for reflection on the subjects we are exploring before or during our sessions, so that those who benefit from some thinking time get the chance to really contribute,

- ✓ The content we use is anchored in evidence based theories and models, and we always try and bring theory to life through real practical examples,

- ✓ We really enjoy what we do and have fun working with participants.

Online workshops: dates and times

The Connected Management programme includes 10 Online workshops that will be delivered between April and the end of June 2024.

The first workshop will be 90 minutes long, the other nine workshops will be 2.5 hours long.

These workshops will be delivered on a weekly basis, with sessions taking place on the same times and days of the week.

There is a one-week break or "Half Term" in May after the first six sessions.

Participants will be part of a single cohort for the duration of the programme and will attend their weekly workshop sessions with the same peer group.

2024 Cohort A: Thursday morning workshops at 9.00am, UK time. (Online, Open to All)

01 **Programme Launch**	02 **Managing & Leading Teams**	03 **Emotional Intelligence**	04 **Interpersonal Dynamics**	05 **Psychological Safety**	06 **Cultures & Hybrid**	07 **Designing & Delegating**	08 **Communication for Managers**	09 **Feedback & Success**	10 **Coaching for Managers**
• Thursday • 18 April, 2023 • 09:00 – 10:30	• Thursday • 25 April, 2023 • 09:00-11:30	• Thursday • 02 May 2023 • 09:00-11:30	• Thursday • 09 May, 2023 • 09:00-11:30	• Thursday • 16 May, 2023 • 09:00-11:30	• Thursday • 23 May, 2023 • 09:00-11.30	• Thursday • 06 June, 2023 • 09:00-11.30	• Thursday • 13 June, 2023 • 09:00-11.30	• Thursday • 20 June, 2023 • 09:00-11.30	• Thursday • 27 June, 2023 • 09:00-11.30

2024 Cohort B: TBC

01 **Programme Launch**	02 **Managing & Leading Teams**	03 **Emotional Intelligence**	04 **Interpersonal Dynamics**	05 **Psychological Safety**	06 **Cultures & Hybrid**	07 **Designing & Delegating**	08 **Communication for Managers**	09 **Feedback & Success**	10 **Coaching for Managers**
• April 2023	• April 2023	• May 2023	• May 2023	• May 2023	• May 2023	• June 2023	• June 2023	• June 2023	• June 2023

Online workshops: topics and contents

This programme will help you develop the skills, knowledge and confidence to lead thriving, high performing teams. By the end of this programme you will understand the psychological and social foundations on which great teams are built, and to learn the tools and practices used by high-performing managers.

You can learn more about what we'll cover in each of our online workshops below:

01
Programme Launch & Welcome Session

- Participants connect with each other and build relationships,
- Explore how they would like to work together as a group, and
- Reflect on what they would like to get out of the programme

03
Emotional Intelligence

- Participants learn what emotional intelligence is and why it matters,
- Explore some of their own unhelpful thinking and feeling patters, and
- Learn how to help themselves and others be at their best more often

05
Psychological Safety

- Participants learn what psychological safety is and why it matters,
- Explore the key building blocks of psychological safety in teams, and
- Learn the core actions they can take to improve psychological safety in their teams

07
Designing & Delegating Roles & Tasks

- Participants learn about the relationship between performance and pressure,
- Explore the importance of balancing employee demands & resources, and
- Learn what good task design, delegation and supervision look like

09
Feedback & Celebrating Success

- Participants explore how to get better at shaping a feedback culture,
- Learn how to be better at receiving and giving feedback, and
- Reflect on the power of celebrating success and discuss how to be better at doing so

02
Managing & Leading Teams

- Participants think about what leadership and management are and discuss some of their own challenges,
- Explore some of the dynamic tensions managers experience, and
- Learn a very simple model of leadership

04
Interpersonal Dynamics

- Participants learn what trust is and how to build it,
- Explore the concept of social threats and rewards in work, and
- Reflect on the power of understanding others, asking great questions, listening to others and our mindsets

06
Team Cultures & Hybrid Management

- Participants learn what organizational cultures are and how to influence them,
- Explore the potential pitfalls and challenges of hybrid working, and
- Reflect on what they can do to create a great hybrid working culture

08
Communication for Managers

- Participants are introduced to the concept of communication styles and preferences,
- Explore what makes a great 1:1 conversation, and
- Reflect on the good, bad and ugly of meetings, and how to improve them

10
Coaching for Managers

- Participants learn the fundamentals of coaching and a basic coaching model,
- Practice coaching conversations with each other, and
- Close the development programme and reflect on how to continue their learning journey

Coaching style conversations and support

In addition to our online workshops, we'll arrange two, 1:1 coaching style conversations with each participant.

The first conversation will take place before the programme starts and will focus on getting to know you and starting the conversation about your development goals.

The second conversation will take place after the programme completes. We fully believe that development is an ongoing process, and we'll use this second conversation to help you reflect on how you can continue your development into the future.

In addition, we make space at the end of our workshops for ad-hoc conversations to support your development, so please feel free to stick around to discuss whatever successes, challenges or reflections are on your mind.

We're also happy to help participants with the real world work and management challenges they face through the course of the programme. We're happy to help my email and through 1:1 calls where doing so is helpful.

Independent learning

We know that many participants on our programmes are genuinely motivated to learn and develop, and that they value guided independent further learning.

Throughout our sessions we ensure that we reference further learning resources that participants can use.

At the end of each session, we share pdf copies of our workshop slides, recordings of the workshop and links to other learning resources including videos, articles and podcasts.

In addition, after each workshop we also share a "management toolkit" pdf. These toolkits summarise the key theories and models that we cover in each workshop and share top tips on how managers can embed what they have learned into their teams and management practices.

This independent learning is all completely optional.

Tools and technology

We use three main digital tools to help create a great learning experience throughout the programme:

Zoom

We use Zoom for our online workshops. Many participants already use zoom. If you don't, you can learn more and download the free Zoom app via this link. You only need a free account to access our workshops.

Our website

We create a dedicated, password protected page on our website for each cohort of Connected Management.

We'll use this page to share session recordings and slides, further independent learning suggestions, "management toolkit" documents and session summaries.

You'll have access to this page until the end of the 2024 calendar year.

Miro

We use Miro as our online whiteboard tool. We use Miro for collaborative activities in our workshops, and you can access it between workshops. There is one Miro board for each cohort. You do not need to join Miro. You can fully participate as a guest.