

FIRST TIME MANAGER TRACK

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ACADEMY

Benchmark first time manager track

Are you new to a leadership role and not yet exactly sure what is expected of you? Do you have few examples around you and no in-company training?

Then this programme is just the thing for you! Together with a group of people in the same position, you will learn to shape your leadership role and create a working environment where everyone can shine. With room to keep your own identity, so that together we can develop into a new generation of managers.

And that is good news for your future and for that of your organisation.

01 **for who**

do you recognise yourself

Quite simply; for anyone who would like to see themselves start a (new) leadership role with more self-confidence.

examples

When you have just been promoted from your team to a leadership role

To learn how to get people on board

When your common sense takes you far, but you still want substantiation

When you want to learn to communicate better

You tend to 'just do it yourself' when things get busy

Because you don't understand why people can be so difficult

You want to do things differently from all those managers you have had

02 **and who**

in-company track

For organisations that want to give their new managers a flying start by sending them out into the workplace with confidence and practical tools.

e.g.

When growth has created a new layer of managers who have little or no experience in doing so.

Specific knowledge or experience is needed on a particular subject to guide your managers.

When time constraints prevent you from training your managers in-company.

You could use a fresh view from outside in when training your starting managers.

When there is no in-company leadership training available.

02 **and how**

here's how we do it

What you will learn is important, but let's not forget the 'how'. Small groups, personal, light and practical.

like this

Learning with people in the same situation

With examples from other organisations

With room to maintain your own identity

According to the latest insights

Without what is interesting but not necessary

Short but powerful for a fair price

With a combination of skills, knowledge and mindset

In a way that sticks

So that your head understands and your body experiences and radiates it



03 **the basics**

three roles

We believe that as a first-time manager, you have three roles to play:

Leader

Manager

Coach

We also believe in Secure Base Leadership thinking as the basis for leadership (Bolwby and Ainsworth).

In addition, thinking from inclusiveness so that you build a growth culture (Kegan). Everyone has a place and as a manager you give space to all voices in the group.

These principles and theoretical framework form the thread and foundation of the training.

Secure Base Leadership

Secure Base Leadership invites you to experiment, make mistakes, develop guts and resilience, and connect socially. It is a synthesis of well-known and successful insights from developmental psychology, organisational psychology, pedagogy, loss management, change management, communication and leadership. Basically, a practical translation of all those insights into an effective leadership style for team, management and organisational issues. Perhaps because of this, it is the “grand theory” of leadership, appropriate in a time when change is the new constant, and strategic agility and resilience are often necessary.

Growth Culture

Creating a growth culture brings a focus on growing, learning new things and embracing the experience of learning. Essential if you want team members to start learning from each other instead of competing with each other. As an organisation, you are flexible this way, people are no longer stuck in how it is now, but how it can be. You can accelerate because change is in your DNA and everyone is comfortable with it. You start to see opportunities and self-confidence increases. Managers and team members with self-confidence are more productive, creative and assertive.

**All our trainers and coaches
have been in your shoes.
In different organisations.
Large and small. So we
know how to bridge theory
and practice like no other.**

04 **by who** our trainers



01 **Feikje Dunnewijk** (lead trainer)

Benchmark Partner, Coach & Facilitator

Feikje has extensive experience in managing large teams. She brings leadership and coaching together. Feikje stands for life force and the conviction that, as a leader, you are capable of much more than you often think, in every phase of your life.

02 **Dorine Bakker**

Coach & Trainer

Dorine has over 25 years of work experience, including 10 years in a leadership HR role at ING. She then developed further as a coach for executives and high potentials. In her training, she is honest, pragmatic, positive and focused on your potential.



03 **Fleur Driessen**

Breathing coach & Yoga teacher

As HR Manager at companies like ING on the one hand and breathing coach and yoga teacher on the other, Fleur is able to bridge these two 'worlds' like no other.



04 **by who** our trainers



04 **Jaap van der Vlist**

HR Manager, Trainer & Coach

Jaap has a solid background in HR, mostly at e-commerce and Tech companies. He is currently Lead People & Business Partner at bol.com. Jaap invites you to experiment with new behaviour on the way to your learning goal!



05 **Josephine Curvers**

Trainer & Coach

Josephine is an experienced trainer and originally has been a manager herself. She believes in increasing autonomy through awareness. She does this in a pragmatic, loving and inspiring way with a focus on positive psychology.



06 **Léanne Gaemers**

Benchmark Partner, Coach & Facilitator

She has earned her stripes as an HR manager within international organisations. Léanne stands for clarity, creating opportunities and staying close to yourself.

05 how it looks

program

With a group of 9 participants, we get to work.

The training days last a full working day and take place at 'De Vink', our office in Amsterdam.

The peer coaching last 3 hours and we do them 'live' together at our office. In the morning or rather at the end of the day.

We can do the individual check-in and check-out both online and offline.

The programme will be taught in Dutch and English. Cost is E 3395,-, for the course, plus E 195,- for F&B and location costs. Amounts are excluding VAT.

day
1

Individual check-in | What are your learning goals?

1
hour

day
2

Training day LEADER

Vision | Support | Followership

8
hours

day
3

Peer coaching in two groups

New insights from personal dilemmas

3
hours

day
4

Training day COACH

Feedback | FeedForward | Inquiring & Listening | Radical Candor | The power of breathing

8
hours

day
5

Training day MANAGER LEADER

Courageous conversations e.g. absenteeism/performance | What do you bring to the table?

8
hours

day
6

Peer coaching

Bridge to practice | Peer coaching training

3
hours

day
7

Training day MANAGER

Monitoring progress | Setting frameworks | Decision-making

8
hours

day
8

Individual check-out | What have you learned? Or take home?

1
hour

06 **contact**

more

Would you like to know when we start, whether the programme suits you and whether we serve tasty lunch on training days?

Contact us via [this link](#) or call Rozanne on +31 6 37 27 79 37.

Check out [our website](#).

More starting managers? Because you have just started in management roles or added a layer because of growth for example.

Then we can tailor the programme for your organisation. We are happy to think along.



Bunchmark^{HR}

The logo features the word "Bunchmark" in a large, pink, serif font. To the upper right of the "k" is a small pink circle containing the letters "HR" in a white, sans-serif font. The logo is set against a light grey background with decorative curved shapes in dark blue, pink, and teal.