As a mid-level manager, you are a pivotal contributor to organisational performance. A vital link between frontline staff and the executive team, you negotiate with peers, contractors and stakeholders. This potential to influence and impact others is crucial to performance.

Many middle managers find themselves amidst the escalating and complex operational demands with little to no time to reflect on what behavioural changes in their own identity will further assist their career progress.

The Middle Manager Program provides participants with valuable reflection time for feedback, skill development and planning for personal and organisational change.

Made for:
Managers with multiple stakeholder relationships who are looking to further strengthen their managerial capability.

**Sydney, UNSW Campus, 5 Days**

$10,450 (incl. GST)

**Program fee includes:** accommodation, program materials and all catering.

This program will earn you eight unit points towards the Certificate in Executive and Management Development (CEMD).

Unit points towards your CEMD certification

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**The Middle Manager Program experience was both challenging and supportive providing tools and confidences.** The learning experience was enhanced by the diversity of the presenters and the participants.

Since the program, there have been many changes to the way I approach situations. My direct reports have seen a change and believe I am more strategic and visionary as a leader.”

Aaron Haw
Operations Manager
Brown Brothers
Themes:
To further develop your skills as a middle manager, you need to understand the role of middle management in your organisation’s strategy and operations. This program is designed to further your knowledge, build confidence and provide the tools to find the ideal balance between leading, managing and operating.

Outcomes:
- Better understand and value the multiple roles you play as a middle manager
- Understand how to manage performance across multiple teams
- Build a key stakeholder and change management plan
- Develop a toolbox for improving performance management
- Create a practical action plan for better managing your own time, energy and resilience

I enjoyed the theatre-based learning methods and the 360 degree survey. I also gained a huge amount from immersing myself in the process, and discussing issues with peers from other industries who faced similar problems.”

Kevin Paris
Director of Sales
Skyrail

Participant Profile:
This program brings together middle managers from a diverse range of industries, backgrounds and functional specialities to maximise supportive, interactive, and peer-to-peer learning.

The residential format is conducive to building stronger networks, and it is expected that all participants stay on-site for the program.
THE PROGRAM EXPERIENCE

This residential immersion program utilises intensive small group coaching, experiential activities and 360 assessment delivered by a dynamic faculty team to take participants on a transformational journey from mid-level manager to visionary leader.

Participants leave the program with the tools, skills, and the confidence to apply the program learning to the workplace and make significant changes to their managerial style.

System, Stakeholder and Role Analysis

Explore the complex nature of your work system and enable you to better manage complexity and conflict.

- Map your work system: identify stakeholders, group dynamics and your various roles
- Learn how to navigate competing demands and priorities
- Identify the optimal approach to managing and leading within your environment
- Build your resilience and understand how to maximise your energy and performance

Adaptive Leadership

Adapt your leadership approach to maximise impact.

- Enhance your observation, interpretation and diagnosis skills
- Develop a toolkit to improve your leadership impact in critical conversations
- Practice and refine your communication skills with expert and peer feedback and support

Influencing Others

Negotiate, manage conflict and engage in difficult conversations with confidence.

- Understand and apply coaching techniques
- Further developing executive presence
- Learn how to influence team culture and collective performance

Change Leadership

Plan, implement and manage change.

- Learn how to broaden your view and think beyond the organisation
- Improve your ability to engage and focus on your stakeholders
- Create a practical change implementation plan

Individual and Group Coaching

Access to 1:1 and small group coaching to explore individual challenges and to embed learning.

- Create and workshop your personal action plan with a small group of peers
- Discuss your individual challenges in confidential 1:1 coaching sessions
Program Team:
Your program team will deliver, facilitate and support your learning during the program. Different team members will facilitate each day to bring different styles and distinctive panache to the learning experience.

Program Director:

Denise Weinreis is a specialist in coaching executives and project teams to enhance personal energy, leadership and teamwork. For the past 15 years, Denise has worked as a trainer and coach in a range of industries including aviation, construction, engineering, health services and manufacturing.

Presenters:

Dr Sally White is an organisational psychologist holding both a masters and a PHD in clinical psychology. For over 20 years she has worked in organisations throughout Australia and Asia to develop the leadership capability of people in management roles. When facilitating groups or providing coaching she is focused on challenging and supporting participants to make lasting behavioural change.

Humphrey Armstrong is a Registered Psychologist and member of the Organisational Psychologists Specialist Group at the Australian Psychological Society. He has a special interest in change management, especially in assisting organisations overcome resistance and in helping individuals and groups work through the ‘loss’ aspects of change.

Peter Fisher draws on the fundamental methodologies of an actor’s training to design innovative and highly interactive sessions with a strong focus on behavioural issues related to leadership and personal development. Peter has earned a reputation as an energetic facilitator and designer of unique purpose built learning environments.

Denise Weinreis
Program Director

Our team will accelerate your development through challenging activities and experimenting with new behaviours, all debriefed by professional coaches and facilitators.

The Middle Manager Program is a unique experience that will change how you manage and influence others and lead your life.”

The best program I’ve ever experienced. Great knowledge and coaching style. Very effective.”

Ronald Kwan
Group Manager Internal Audit
United Group Limited

To find out more
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CAREER TRANSITIONS