



Want to Work There presents

Training for the Modern Manager



Hello there!

My name is Jill Felska and I'm the creator of **Training for the Modern Manager**. It's the exact program I wanted (but couldn't find) when I was the Director of People and Culture at a SaaS startup.

My guess is that you understand just how important management training is, but are running into some of the same barriers I did trying to implement it.

DESIGN THE TRAINING IN-HOUSE?

This was always my plan, but I could never find the time.

HIRE A 3RD PARTY TO COME TEACH IT?

Sure, but then I needed to re-engage them every time a new manager joined the team. And I just didn't have the budget for that kind of long-term engagement.

PULL FREE RESOURCES OFF THE WEB?

Trust me, I did. But the one-off activities always felt disjointed and left both me and my management team wanting more.

In my head, I envisioned the startup version of management training: a self-directed, reusable program that consisted of audio lessons, thoughtful exercises, helpful templates, and an internal facilitation plan for both cohort-style and 1-on-1 learning.

So I built it.

Training For the Modern Manager

is an evergreen program that you purchase *once*, then use to onboard and train *every* manager in your organization.





Grounded in **Google Oxygen's 10 Management Core Competencies**, the program ensures everyone will share the same understanding of what it means to be a great manager at your company.

They will know, without a doubt, what's expected of them in the role.

So....

what exactly are these core
competencies that every great
manager has mastered?

**We're so glad
you asked!**



A great manager...

1. Is a good coach.
2. Empowers team and does not micromanage.
3. Creates an inclusive team environment, showing concern for success and well-being.
4. Is productive and results-oriented.
5. Is a good communicator — listens and shares information.

A great manager...

- 6. Supports career development and discusses performance.
- 7. Has a clear vision & strategy for the team.
- 8. Has key technical skills to help advise the team.
- 9. Collaborates across the organization.
- 10. Is a strong decision maker.

We know you would never expect your managers to master these competencies without support.

That's where **Training for the Modern Manager** comes in!



The 12-week, six module program is a combination of self-directed and peer-driven learning.



AUDIO LESSONS



SOLO ACTIVITIES



**COHORT OR 1-ON-1
DISCUSSIONS**

MODULE ONE: WHY MANAGEMENT TRAINING?

A look at why your managers should even care about the training - and most importantly - what they'll get out of it.

MODULE TWO: UNDERSTANDING YOURSELF

Understanding human behavior is a critical piece of management. Before you can understand others, you must understand yourself.

MODULE THREE: BUILDING TEAM CULTURE WITH INTENTION

As a manager, you're responsible for your own microculture. In this module, we'll explore how to get it right from the start.

MODULE FOUR: GOALS, ALIGNMENT, AND MOTIVATION

Understanding how to maximize your employees potential is a key aspect of great management. We'll show you how to do just that.

MODULE FIVE: PERFORMANCE MANAGEMENT

Nothing is more crucial - or more terrifying to most - than giving feedback. We'll help take the fear out of having direct conversations.

MODULE SIX: REVIEW AND NEXT STEPS

A look back at the foundational skills and best practices you've learned along the way, along with a plan to keep learning and growing.

Managers complete the training in one of two ways:

Cohort

This is the best option when there is a small group of managers (2 to 8) who are ready to complete the training at the same time.

1:1

This is the best option when a new manager starts, whether they just joined the company or were promoted in the role.

Facilitation guides and materials are provided for both.

Each week, participants

1. LISTEN TO THE AUDIO LESSON(S)

These short, engaging lessons are the program's foundational education.

2. COMPLETE COMPLIMENTARY ASSIGNMENTS

Each assignment helps apply that week's content to their current role.

3. MEET WITH THEIR COHORT OR INDIVIDUAL COACH

Peer-learning helps reinforce concepts and strengthens team relationships.



**2-Hours
Weekly**

HOW DOES THE AUDIO WORK?

All twenty original audio lessons are recorded and ready for your team to digest when and where it makes the most sense for them!

The lesson ranges in length from 5-25 minutes, with most coming in around 15 minutes.

Why audio versus video? We strongly believe in the power of getting away from screens. Audio lessons allow your team to go for a walk or listen while folding laundry, instead of being tied to a laptop.

That said, we are all about accessibility and have included full transcripts for those who prefer to read.

AND THE ASSIGNMENTS?

They are ready to go too! Each activity compliments that week's audio lesson and is available to be completed in their program workbook, either digitally or by hand (if they're old school).

Many lessons also come with additional templates and resource guides that managers can hold onto and use with their own team.

Why? Because theory is great - but action is better.

We don't want managers to just learn these concepts, we want them to implement everything with their team in the real world!

After all, that's kind of the point - yes?

OK, BUT WHO LEADS THE COHORT OR COACHING SESSIONS?

Someone in your organization!

Each weekly session is pre-planned and fully documented. Anyone with facilitation or coaching experience (or a desire to gain some) can confidently lead utilizing our step-by-step guides.

Cohort Facilitation: The first set of guides is built for groups of managers who are completing the program together as a cohort. These weekly sessions are led by a facilitator.

1:1 Facilitation: The second set of guides are built for someone going through the program individually. These weekly sessions are hosted by a coach, likely someone whose already completed the program.

We've got a whole FAQ section on how to pick the right internal person for the job. That said, we also offer program facilitation, if you ever find yourself in need of support.

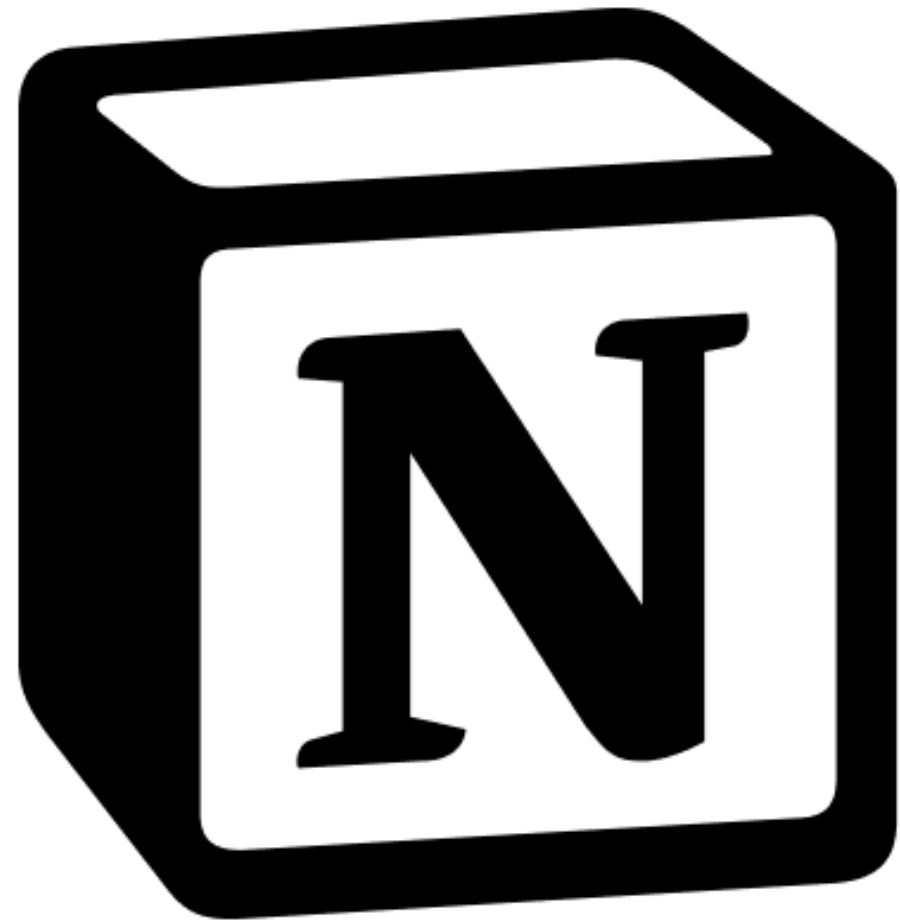
At this point you might be thinking...

This is *exactly* what I've been
looking for!

But how will my team access
the program?



That's where Notion comes in.



Used by some of the world's most innovative teams, Notion is a collaborative workspace that adapts to your needs. It's as minimal or as powerful as you need it to be.

It is the perfect home for access to Training for the Modern Manager - both from a participate and administrative perspective.

Participants access the core workspace.



Training for the Modern Manager

Welcome to Acme's Modern Management Training Program! Below is everything you need to successfully complete the 12-week course and become the best manager you can be.

 [Start Here](#)

 [Program Syllabus](#)

 [Choose Your Week](#)

 [Core Management Competencies](#)

 [Templates & Resources](#)

 [FAQs](#)

Program managers have a seperate space.




Program Management Hub

Welcome to the Program Management Hub for **Acme's Modern Management Training Program!**

If you're here, it means you've accepted a position as an administrator, facilitator, or coach. No matter the role, you'll find everything you need to succeed below!

 [Start Here](#)

 [Hello, administrator!](#)

 [Hello, facilitator!](#)

 [Hello, coach!](#)

 [Inaugural Cohort](#)

 [Core Management Competencies](#)

 [Guides & Resources](#)

 [FAQs](#)



**Once created, both workspaces
are fully customizable for your
specific team and cultural needs.**

Of course, how it's
delivered only matters if
the content is right for you.

Let's take a closer look...



WEEK ONE: THE WHY & CORE MANAGEMENT COMPETENCIES

A look into why management matters and the strong impact a manager has on their employees' experience in the workplace. An introduction to Google Oxygen's 10 Core Management Competencies.

WEEK TWO: SELF-AWARENESS THROUGH THE THE ENNEAGRAM

An exploration of the Enneagram, a system of personality typing that describes patterns in how people interpret the world and manage their emotions. Discover how your Enneagram type drives your work style, teamwork, and management style.

WEEK THREE: STRENGTHS & WEAKNESSES

The importance of understanding our own personal strengths and weaknesses when managing a team. Why what got you here, may not get you there. Plus, a look at the beliefs and behaviors you may need to unlearn to succeed as a manager.

WEEK FOUR: EMOTIONAL INTELLIGENCE & READMES

What is emotional intelligence (EQ) and can it be learned? A deep dive into emotional regulation and reappraisal techniques for managing strong emotions. Then, a primer on ReadMes and how they can be utilized to drive team awareness and connection.

WEEK FIVE: MICROCULTURE & TEAM NORMS

How to build an intentional team microculture through vision, influence, and consistency. Then, how to recognize and navigate the five stages of team development and the importance of establishing team norms.

WEEK SIX: ROLE AUTONOMY & DECISION MAKING

The intersection between autonomy and accountability and how to navigate your management approach. An overview of the eight most common decision making models and how they work, plus five aspects of successfully communicating made decisions.

WEEK SEVEN: GOAL SETTING & MOTIVATION

Five reasons it's worth the time and energy to set and review goals with your team regularly, along with a detailed overview of the OKR methodology. Then, understanding the differences between extrinsic and intrinsic motivation and how to leverage both.

WEEK EIGHT: CHECK-INS & 1-ON-1S

A deep dive into both check-ins and 1-on-1s: their purpose, differences, structure, why they matter, and best practices for getting the most out of them. Choose between software specific lessons (featuring either 15Five or Lattice) or a technology-free version.

WEEK NINE: MINDSET & COACHING

The differences between a fixed and growth mindset and how to encourage the latter. Then, the shift from command & control management to coaching-style management. A review of different coaching approaches and how to utilize what's best for you.

WEEK TEN: FEEDBACK & PERFORMANCE MANAGEMENT

Explore the four dimensions of giving feedback, ranging from praise to criticism, so it becomes a muscle you're not afraid to flex. Learn how to identify and document on-going performance or behavioral issues before they negatively impact the team.

WEEK ELEVEN: TOPIC REVIEW

A recap of the top takeaways from each module, presented through the framework of the 10 Core Management Competencies. Exploration of why each core competency matters, what the key lesson takeaways were, and what support resources and materials exist.

WEEK TWELVE: INTEGRATING MANAGEMENT BEST PRACTICES

Tactical ways to put the lessons learned over the last 12-weeks into practice moving forward, including best practices for introducing new management habits. Learning to expect failure and five questions that will help you reflect and reset when it happens.

the proof is in the pudding



“—

As a manager and People Ops leader, I have not only enjoyed the content but have readily applied everything I've learned with my direct reports. The mixture of engaging podcast episodes, thoughtful exercises and opportunities to discuss our experiences with our cohort has been really invaluable.

It's a program I will refer to again and again as a manager. I highly recommend it to other teams wanting to build a strong foundation for their managers to learn from!

Roxanne Janiczek
Director of People at Yembo.io

the proof is in the pudding

“—

Thank you once again for what was (by the longest of country miles) the best and most enjoyable training course I've experienced in my career.

Will Caiger-Smith
US Managing Editor at 9Fin



the proof is in the pudding



“—

Jill's Training for the Modern Manager program is different from anything we've ever used. It's engaging, real, and impactful.

Instead of feeling lectured to, our managers feel engaged and involved in their own learning, which they've found incredibly refreshing. They've also commented on how easy it's been to introduce and apply the things they learn to real work situations.

We couldn't be happier with the impact this training has on our managers, teams, and the overall company.

Abbey Cohen
Sr. HRBP at Project Ronin

YOUR INVESTMENT

TRAINING FOR THE MODERN MANAGER

\$15,000

The program is a one-time, all-in* investment of \$15,000. No pricing per manager. Or hidden annual fees. One payment and you own the program forever.

FACILITATION (OPTIONAL)

\$6,000

While the program is built for internal facilitation, we do offer it to companies in need of some additional support. Facilitation cost is per 12-week cohort.

*Notion subscription and individual Enneagram assessment costs are not included.



Are you ready to make an investment in your people leaders?

Let's chat!

Schedule an introduction call [here](#) or email jill@wanttoworkthere.com.