

Introduction

First-time managers often grapple with a complex identity shift — from being an individual contributor to becoming a team leader. This shift, if unsupported, can delay impact and lead to confusion, overcompensation, or withdrawal.

Problem Statement

Newly appointed managers lacked clarity on how to lead without micromanaging, balance team nurturing with task ownership, and influence without formal authority. The discomfort of managing former peers created inner conflict and external ambiguity.

Solution Strategy

We created a **4-day intensive Catalyst Program** targeting four key areas:

- 1. Nurturing the Team
- 3. Managing Stakeholders
- Managing Upwards
- 4. Driving Results

The journey was both reflective and skills-based, focusing on helping new managers step into their leadership identity with confidence.



Execution Model:



Duration

4 consecutive days



Audience

First-time people managers



Methodology

Identity-mapping, role simulations, stakeholder map building, peer coaching



Tools Used

Power-Shift Framework, Leadership Circle Debriefs, 360° stakeholder expectation grid

Outcomes & Impact:

- Participants clearly articulated their leadership voice and vision
- Built strong working relationships with their managers and stakeholders
- Improved delegation, feedback, and prioritization skills
- Leaders initiated one-on-one rhythm with direct reports and created clarity in team goals





Key Success Factors



Sequencing of the program

built from inner reflection to outer impact

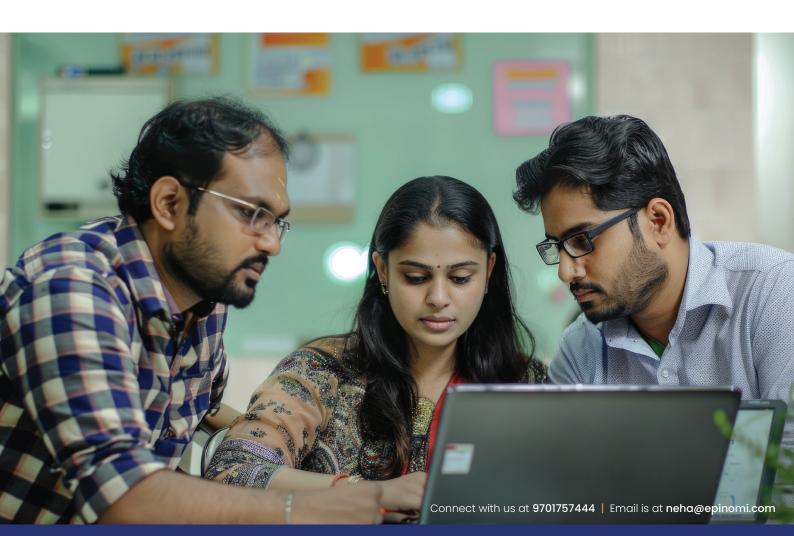


Peer coaching enhanced shared learning



Leadership scenarios

were mapped directly to participants' real situations





Challenges Faced

- Initial hesitation to manage former peers -addressed through structured scripting and scenario practice
- Difficulty in stakeholder mapping resolved through iterative coaching and guided templates

Conclusion

The Catalyst Program redefined what it means to "step up." It gave first-time managers both the mindset and muscle to lead, build trust, and create early impact without losing authenticity.

