



S P Jain
School of Global
Management

DUBAI • MUMBAI • SINGAPORE • SYDNEY



LEADERSHIP ESSENTIALS FOR FIRST TIME MANAGERS



SP Jain School of Global Management is an Australian business school that provides modern, relevant and practical global business education. With campuses in the dynamic business hubs of Dubai, Mumbai, Singapore and Sydney, SP Jain is renowned for offering multi-city undergraduate and postgraduate programs. For its flagship Global MBA program, the School has been ranked by reputed international publications such as Forbes, Times Higher Education–Wall Street Journal and The Economist. Globally intelligent and culturally agile, an SP Jain graduate is empowered with the skills and confidence to drive decisions and take on the global challenges of the 21st century.



ABOUT THE PROGRAM

This program is designed to enable first-time managers to successfully transition from individual contributors to effective people leaders who can drive performance, engagement, and execution from day one. As organizations grow and roles expand, technical expertise alone is no longer sufficient. First-time managers must quickly develop the ability to lead teams, manage performance, navigate change, and deliver results through others. This program builds the core managerial mindsets and skills required to make this shift effectively.

KEY CHALLENGES THIS PROGRAM ADDRESSES

- Difficulty transitioning from an individual contributor mindset to a people manager role
- Managing peers and building credibility as a new manager
- Balancing day-to-day execution with team development and learning
- Handling ambiguity, change, and competing priorities
- Limited skills in communication, feedback, and performance conversations
- Struggling to create ownership, accountability, and collaboration within teams

PROGRAM OUTCOME

At the end of the program, participants should be able to

- Make a confident and effective transition into their role as first-time managers
- Demonstrate a shift from task-focused execution to people-centric leadership
- Lead teams with clarity, trust, and accountability rather than control
- Communicate expectations, feedback, and goals more effectively
- Manage change and uncertainty with greater adaptability and resilience

WHO CAN PARTICIPATE?

The program is designed to benefit high-performing potential leaders. Participants are typically making the transition into people leader roles and 'stepping up' to take on greater degrees of responsibility for driving business unit strategy and execution. The program is best suited to, Middle Level Executives. Stepping into leadership is open to new leaders who have recently moved into their first leadership role.



PEDAGOGICAL APPROACH

Lectures

Slides

Peer Interactions

Industry Examples

Case Study Analysis and Discussion

Simulation Exercise

DETAILED PROGRAM ARCHITECTURE

Day 1

- Introduction and Overview
- Leading yourself – Understanding Self Leadership
- Leader vs. Manager
- Identifying a mindful leader and discussing the practice of mindfulness
- Self-Prioritizing of tasks
- Leading and managing teams
- Importance of Effective Communication
- The importance of collaboration in leading teams
- The Johari Window: The relationship between you and others
- Conflict Management

Day 2

- Strategic thinking and decision making
- Approaches to out-of-the-box thinking – Design thinking, critical thinking, systems thinking
- Gaining commitment to change
- Difference between effective and ineffective feedback – Performance Management
- 360-degree feedback
- Balanced Score Card
- Core Values and SMART Goals
- Setting the right KPIs
- Coaching conversation

FACULTY MEMBERS PROFILE

A world record holder and an award-winning Professor, Trainer, Licensed NLP practitioner and Executive Coach in India with nearly 30 years of rich experience covering academic-teaching and management-level employment, including 15 years in the corporate sector in senior-level HR positions. He has so far trained thousands of participants in areas of behavioural science, organizational behaviour, organizational development, general management and leadership. He has served as an executive coach to numerous senior-level managers, directors, and CXOs, leveraging his extensive experience in organizational behavior, leadership, and human resources.

Author of five books and numerous research papers.

Recipient of 18 best research paper awards and the prestigious award for Best Professor in Human Resources Management awarded by World HRD Congress and featured in the Top 100 Professors list. He is also a recipient of multiple prestigious awards, including the Iconic HR Professor Award. He is also a Record Holder in India Book of Records, Asia Book of Records, World Records India.



Dr. Ravindra Dey

Professor & Corporate Trainer

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