

# MOVING INTO MANAGEMENT CERTIFICATE

*A Practical System for Leading Self, Others, and Results.*

Moving Into Management is an interactive two-day leadership development program designed for new and emerging leaders who are transitioning from individual contributor to people leader. Participants learn a practical leadership system that helps them build self-awareness, strengthen relationships, develop people, and drive results through others.

Using real-world scenarios, leadership simulations, self-assessments, group discussions, and hands-on practice, participants gain the mindset, skills, and tools needed to confidently lead teams and create lasting impact.

**Audience:**

New managers, those with 1-3 years of managerial experience, and identified future managers within an organization.

**Duration:**

This program consists of two full-day, in-person sessions.

**Cost: \$1,450 General Registration**  
**Select Discounts Available**

**1.2 CEUs will be issued for this program**

**Digital Badge:**

Xavier Leadership Center is proud to offer each participant a digital badge in *Moving into Management* once participants have met program completion criteria. Digital badges include a direct link to view program credentials and can be utilized by participants on social media and digital resumes.



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## PROGRAM COMPONENTS:

### Lead Yourself Well

Great leadership begins with self-awareness. Participants learn how their behaviors, communication style, and reactions under pressure influence their effectiveness as a leader.

Participants will:

- Understand the shift from individual contributor to leader
- Explore the difference between management and leadership
- Identify their natural leadership tendencies and leadership style
- Increase self-awareness using DiSC behavioral styles
- Recognize common leadership patterns under pressure
- Learn how behavior drives impact, reactions, and results
- Develop strategies for leading with greater intention and consistency

### Lead Others Effectively

Strong leadership is built on trust, communication, and relationships. Participants learn how to create clarity, build credibility, and strengthen team alignment.

Participants will:

- Build trust through consistent leadership behaviors
- Strengthen empathy and social awareness
- Improve communication and active listening skills
- Adapt communication to different personality styles
- Set and reinforce clear expectations
- Practice the CLEAR Communication Model
- Lead difficult conversations with greater confidence and effectiveness

### Develop People and Performance

Leaders achieve results through people. Participants learn how to coach, develop, and hold others accountable while creating an environment where individuals can perform at their best.

Participants will:

- Build strong, trust-based relationships with team members
- Apply Situational Leadership principles to individual needs
- Use coaching conversations to develop capability and ownership
- Practice the A-OO-A Coaching Model
- Ask powerful questions that encourage problem-solving and accountability
- Deliver effective feedback that improves performance
- Recognize and reinforce positive behaviors through meaningful recognition
- Conduct productive one-on-one conversations that support growth and development

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## PROGRAM COMPONENTS:

### Deliver Results

Leadership is ultimately measured by results. Participants learn how to align priorities, focus effort, and create accountability that drives performance.

Participants will:

- Connect leadership behaviors to organizational outcomes
- Clarify priorities and align team efforts
- Strengthen accountability through clear expectations and follow-through
- Improve decision-making and execution
- Create action plans that support sustained performance
- Develop a personal leadership vision and commitment for continued growth

### Learning Outcomes

By the end of this program, participants will be able to:

- Lead with greater self-awareness and intentionality
- Communicate more clearly and effectively
- Build trust-based relationships that strengthen engagement and performance
- Coach and develop employees with greater confidence
- Navigate challenging leadership conversations
- Create accountability and ownership within their teams
- Lead in ways that positively influence performance and results



**This highly interactive program equips leaders with practical tools they can immediately apply to increase their leadership effectiveness and accelerate the success of their teams.**