



The High-Performance Manager Program

Develop the self-aware, high-performance manager in you, to inspire brilliance in your team.

Leadership that starts with knowing yourself

Most new managers get promoted for being great at the work, then thrown into leading people with almost no training on how to actually do it. The High-Performance Manager is Level 1 of our Leadership & Management Program series, built specifically for aspiring, supervisory, and first-line managers. It focuses on the core operational skills and the human-centered mindset that turn a capable individual contributor into a manager people genuinely want to work for.

A fully customizable session

We recommend:

 In-person or online  14 weeks  12-20 people

What you'll learn & do

This program empowers your teams to:

- Understand your personal style as a manager, and where it helps or gets in your way
- Master workload and prioritization, avoiding distraction and making space for what actually matters, for you and your team
- Delegate like a Productivity Ninja, empowering your team while reclaiming your own time
- Replace fear with clarity when giving feedback, so hard conversations stop getting avoided
- Role model self-awareness, self-care, and sustainable productivity for the people who report to you

94% of participants would recommend our workshops

Who is this program for?

- Aspiring managers preparing to lead a team for the first time Supervisory and first-line managers or team leaders already in the role
- Organizations wanting to build a bench of self-aware, human-centered leaders, not just technically skilled ones

What this program offers

- **Learning that lasts.** Every participant gets access to the Productivity Ninja® Academy, extending the ideas well beyond the program itself.
- **A full 14-week program**, not a single session, so new habits and mindsets actually have room to take hold.
- **Six live masterclasses plus six small group coaching sessions**, alongside weekly self-led implementation and assignments.
- **A cohort kick-off session and a program finale**, giving the experience a real beginning and end.

What you'll do

Over 14 weeks, your leaders move through six live masterclasses covering manager style, workload and prioritization, delegation, feedback, and sustainable productivity, paired with six small group coaching sessions to work through what's actually coming up in their day-to-day. Weekly self-led implementation and assignments keep the learning active between sessions, bookended by a cohort kick-off and a program finale.

What happens when managers lead this way

When managers learn to lead well, everything changes:

- Managers understand their own style well enough to adapt it, not just default to it
- Delegation happens with real trust, not just task-dumping

- Feedback conversations happen sooner, and land with more clarity and less fear
- Teams feel genuinely led, not just managed
- Managers role model the sustainable habits they want their own teams to adopt

Program Participant

“The program was engaging, useful, relevant, clear and supportive. It opened my mind to new ideas, tools and effective methods, which in turn has refreshed my approach to work.”

Helen Rouse

Benefits & Results

Immediate benefits

- A clear understanding of your own management style, and where to flex it
- Practical workload and prioritization skills you can apply the same week
- Real confidence to delegate, not just hand off tasks
- The ability to give feedback with clarity instead of avoidance
- Sustainable productivity habits you can model for your own team

What your organization gets

- Higher levels of psychological safety, kindness, resilience, engagement, and performance across teams
- Lower levels of stress, overwhelm, frustration, and staff turnover
- A genuine leadership bench, not just a group of people with the title
- Managers who role model the culture your organization actually wants, not just the one it has by default

Your program. Your way.

We recommend a **14-week** workshop for a cohort of **12-20 people**, but like all our sessions, it can also be tailored to your exact needs.

Available options:

 Formats

In-person | Online

 Group size

Recommended: 12-20 people | We can run multiple cohorts at one time for larger teams

 Duration

14 weeks, 2 hour masterclasses with 1 hour of coaching inbetween.