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Seven Important Things A Manager Training Program Helps An Organization Do



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Leadership

Research has shown that even seasoned managers can benefit their teams, the businesses they work for and their own careers by participating in a management training program. Such training is sometimes provided to newly hired managers or employees who are internally promoted to leadership positions, but not always.

No matter the experience level of the manager, senior leaders and C-suite executives have a good business case to consider in deciding whether or not to implement manager training at their companies. Here, experts from [Forbes Coaches Council](#) share seven reasons why manager training is so important and explain how it helps businesses succeed.





Forbes Coaches Council members share reasons why manager training is important and how it helps businesses succeed. PHOTOS COURTESY OF THE INDIVIDUAL MEMBERS.

1. Enable A Strong Company Culture

To achieve any impact at an organizational level, a “leaders go first” mentality is necessary but not sufficient to provide support or close the gaps. The biggest growth opportunity is in “moving the middle,” which is often managers. Evidence shows a strong correlation between training managers and employee engagement. Uplifting the capability of managers helps to align values and tremendously impacts company culture. - [Daniel Hooman, Agile Partners](#)

2. Cascade The Right Knowledge And Skills

To be productive, you require the right people, processes and tools. Efficiency is driven by using the process and tools to maximize activity during working hours. Effectiveness is driven by people knowing what they should be doing (i.e., through training on knowledge and skills) and by managers coaching them to make the best use of the process and tools and have the right mindset or attitude. Training is the start, doing is the completion. - [Mark Savinson, Strategy to Revenue](#)

3. Transform Strategy Into Results

Top leadership owns the strategy. Managers own the tactics of how one transforms that strategy into results. The right organization

will have the appropriate level of people engagement and commitment. Managers are the magicians that make this happen. Their training and development strategy is fundamental to the organization's results and their own sustainability. - [Luis Costa](#), [Luis Costa - coach · facilitator · speaker](#)

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4. Empower Team Members

Managers are often promoted to their positions because they work hard, have the required technical and professional skills and understand the work. However, they rarely have prior training in how to lead, empower and motivate their people. So, initial and ongoing training, mentoring and coaching are critical to every manager's effectiveness, influence and success, and hence, the company's success. - [Lillit Cholakian, NewGen Global Leaders](#)

BETA

5. Improve Employee Engagement

Middle management tends to be the most disengaged layer of leadership in companies, as competent employees are often promoted to become a manager with no extra training, even

though it is a completely new job. Their level of skill and engagement determines the level of skill and engagement of the employees on their team, which ultimately determines the level of satisfaction and loyalty of customers. In a nutshell, management training is vital. - [Csaba Toth, ICQ Global](#)

6. Increase Self-Awareness Among Management

In my experience, executives and professionals who receive regular management training tend to be more self-aware, which means our coaching engagements can go deeper faster, often leading to more profound transformations. For those who haven't had this level of training, I usually recommend articles and YouTube videos so that they can upskill pertinent management theories in between sessions. - [Gabriella Goddard, Brainsparker Innovation Academy](#)

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7. Help Everyone Achieve Their Full Potential

To reach full potential, everyone needs development. If you want to inspire your team, engage employees, reward loyal customers, achieve organizational goals or have a concise succession plan, you can't skip manager training. Most organizations assume that when you become a manager or leader, you don't need further training, but you actually do so that you can nurture your potential. - [Kevin Kan, Break Out Consulting Asia](#)

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