



OCEAN BEACH  
CONSULTING

## Managing Success

*Managing Success* is a core management and leadership development program that introduces People Managers to the essential skills needed to effectively manage individuals and teams.

The program was designed in a way that maximizes interactivity, values experiential learning and focuses on practical takeaways. Rather than being a traditional training event, *Managing Success* views learning as an ongoing *process* – and therefore the design includes an upfront assessment, partnership with the participants' managers, and post-workshop follow-up.

*Managing Success* is comprised of a series of skill-building modules that maximize flexibility in meeting a client's needs. Modules can be offered as ½ day stand-alone workshops or combined into a 1, 2, 3 or 4 day offering, with the ability to offer modules at any cadence (e.g., consecutive days, weekly or biweekly, etc.) and customize scenarios and content to meet your needs. Many of the modules have been adapted into Webinars to meet the needs of a distributed workforce.

The *Managing Success* suite includes:

- The Role of the Manager (transitioning from an IC to a People Manager)
- Listening and Questioning Skills
- Setting and Aligning Goals and Expectations
- Conducting One-on-Ones
- Giving Constructive and Positive Feedback
- Delegating and Monitoring Work
- Coaching Skills
- Developing Employee Capabilities
- Facilitating Decision Making
- Leading Team Meetings
- Building High-Performing Teams

Each module presents an easy-to-remember framework, practical examples and lots of opportunity for skill practice.

*Managing Success* is targeted specifically to three audiences: first time new Managers, more experienced Managers who have never received the foundational skills to excel in their roles, and high potential Individual Contributors who are on a management career path.

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