

Development Approach for a 'New Managers' Program

(Based on observations and discussions with many HR practitioners in Malaysia and Brunei Darussalam)

Firstly, identify the company's specific concerns.



What are the core values that the company would like to achieve



What are the competencies that the company would like to attain/develop?



DEVELOPMENT PROGRAM

Pre-Program	PHASE 1 Industry Overview	PHASE 2 Conducting Enhancement Program	PHASE 3 Supplementary Learning & Application	Post-Program Review
<ul style="list-style-type: none"> Quickly identify potential group of candidates. Identifying the change agents from every department who will propagate the behavioral change through generating success. 	<ul style="list-style-type: none"> Industry and Environmental overview Internal concerns in general and its strategic direction 	<ul style="list-style-type: none"> Leadership <ul style="list-style-type: none"> Leading Change Negotiation Decision Making Creativity <ul style="list-style-type: none"> Critical thinking and creativity Scenario planning People <ul style="list-style-type: none"> Goal setting and Motivation The learning organization Managing Conflict 	<ul style="list-style-type: none"> Selected Book Reviews <ul style="list-style-type: none"> Book 1 to 10 (one book per month) Real Case Studies and Investigations within the agency <ul style="list-style-type: none"> Testing their applied knowledge in real case studies Presentation to senior management 	<ul style="list-style-type: none"> Assess changes in competency Monitor the changes and compare the before and after state.
<ul style="list-style-type: none"> Assess current competency and potential Behavior/personality profiling 360 feedback simulation 360 feedback 	<ul style="list-style-type: none"> Presentation from Key Heads of Departments Knowing the challenges faced by each Head of Department Understanding the plan for the next year for the agency Allow for Q&A 	<ul style="list-style-type: none"> Work Skills <ul style="list-style-type: none"> Writing "Things Done" Communications & Presentations Project Management Off-site meetings & facilitation (Conducted by Rhymis & Partners) Strategic knowledge <ul style="list-style-type: none"> Strategic Management Basic Financial Management Basic Marketing Management 	<ul style="list-style-type: none"> Placement/Rotation <ul style="list-style-type: none"> Rotation to other departments after the training program (changed every 6 months) 	<ul style="list-style-type: none"> 360 feedback or Individual Performance Review (optional)
<ul style="list-style-type: none"> SOFTCAMP Important behavioral change by encouraging change 	<ul style="list-style-type: none"> Candidates would have a realistic picture of industry (2 weeks) 	<ul style="list-style-type: none"> Interactive and classroom training (50 training days) This can be done by internal training team in collaboration with Rhymis & Partners 	<ul style="list-style-type: none"> Placement/Rotation <ul style="list-style-type: none"> Rotation to other departments after the training program (changed every 6 months) 	<ul style="list-style-type: none"> Charting individual progress (before and after program) to gauge learning effectiveness
<ul style="list-style-type: none"> Understand gaps and identify individual development program (1 week) 		<ul style="list-style-type: none"> Interactive and classroom training (50 training days) This can be done by internal training team in collaboration with Rhymis & Partners 	<ul style="list-style-type: none"> To gain experience and department specific knowledge Gain appreciation for other challenges within the agency 	



Have the competencies been achieved?
Have we addressed the earlier concerns?



Performance Appraisal System



Rewards and Recognition System

Pre-Program	PHASE 1 Industry Overview	PHASE 2 Conducting Enhancement Program	PHASE 3 Supplementary Learning & Application	Post-Program Review
Quickly identify potential group of candidates	Industry and Environmental Overview	Leadership <ul style="list-style-type: none"> Leading Change Negotiation Decision Making 	Real Case Studies and investigations within the agency	Assess changes in competency
Assess current competency and potential		Creativity <ul style="list-style-type: none"> Critical thinking and creativity Scenario planning 		
BOOTCAMP Jumpstart the behavioral change by encouraging change, teamwork and instilling principles	Presentation from Key Heads of Departments	People <ul style="list-style-type: none"> Coaching and Motivating The learning organisation Managing Conflict 	Placement/Rotation	Individual Performance Review
		Work Skills <ul style="list-style-type: none"> Getting-Things-Done* Communication / Presentation* Project Management Effective meetings & facilitation 		
OUTCOME <ul style="list-style-type: none"> Understand gaps and identify individual development program 	<ul style="list-style-type: none"> Candidates would have a realistic overview of industry 	<ul style="list-style-type: none"> Interactive and classroom training. 	<ul style="list-style-type: none"> To gain experience and department-specific knowledge Gain appreciation for other challenges within the agency 	<ul style="list-style-type: none"> Charting individual progress (before and after snapshot) to gauge learning effectiveness

Note: Actual training is based on individual Assessment result.

Coaching Program (optional) - Internal coaching program and intervention at regular intervals to chart progress

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