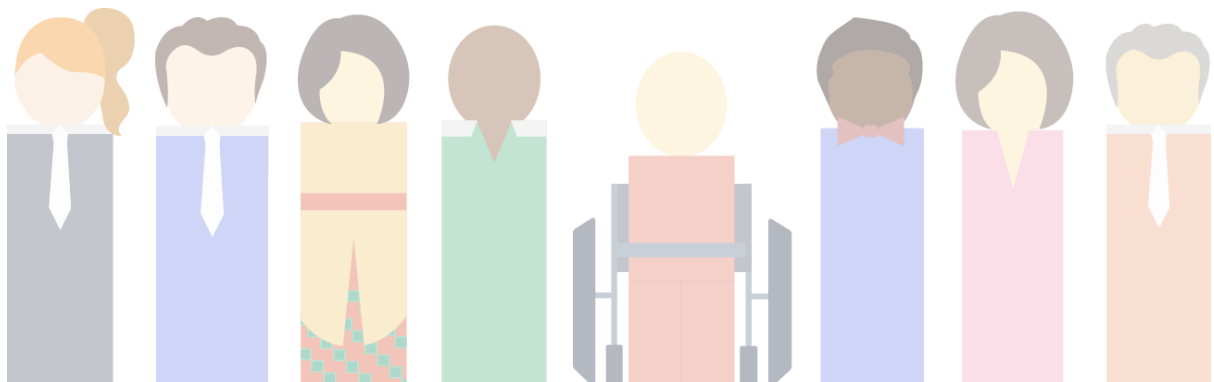




Nine Dots Development
Learn Today, Lead Tomorrow.

A Quick Guide to Evaluating the Effectiveness of a New Manager Training Programme



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Investing in a new manager training programme is a significant step for organisations aiming to develop their managerial talent. In this guide, we will outline how to evaluating the success of a new manager training programme.



Establish Clear Objectives and Metrics

Before conducting any evaluation, establish clear objectives for the training programme. Define the desired outcomes and the specific metrics that will be used to measure success. This could include metrics such as improved employee engagement scores, increased team productivity, enhanced leadership capabilities, or higher employee satisfaction ratings. Aligning the evaluation with the programme objectives ensures that the right data is collected to determine its success.



Collect Feedback from Participants

Gather feedback from new managers who participated in the training programme. Use surveys, interviews, or focus groups to understand their perspectives on the programme's strengths, weaknesses, and impact on their skills and confidence. Ask participants about specific improvements they have observed in their performance and areas where they still feel the need for further development. This feedback provides valuable insights into the programme's effectiveness from the learners' perspective.



Assess Managerial Competencies

Evaluate the new managers' competencies before and after the training programme to measure their growth and development. Use validated assessment tools or competency frameworks to assess their skills in areas such as communication, decision-making, problem-solving, team management, and strategic thinking. Comparing pre- and post-training assessments allows organisations to quantify the improvements in managerial competencies resulting from the training programme.





Measure Team Performance

Examine the impact of the new manager training programme on team performance. Collect data on key performance indicators such as productivity, employee satisfaction, absenteeism rates, and turnover rates. Compare team performance metrics before and after the training to identify any positive changes or improvements. This data helps evaluate whether the new managers' enhanced skills and knowledge have positively influenced their teams and contributed to overall organisational success.



Seek Feedback from Direct Reports and Peers

Gather feedback from direct reports and peers of the new managers to evaluate the programme's impact on their leadership effectiveness. Conduct surveys or interviews to collect insights on the new managers' communication, decision-making, and team management skills. Feedback from direct reports can provide valuable perspectives on the changes in their work experience and the level of support and guidance they receive from their managers.



Evaluate Business Impact

Assess the business impact of the training programme by analysing key organisational metrics. Look for changes in employee engagement scores, customer satisfaction ratings, revenue growth, or operational efficiency. Quantify any improvements or positive trends that can be attributed to the training programme. Linking the programme's outcomes to tangible business results demonstrates its value and return on investment.



Conduct Follow-up Assessments

To assess the long-term impact of the training programme, conduct follow-up assessments after a certain period. Re-evaluate the participants' competencies, team performance metrics, and other relevant indicators. This step provides insights into the program's sustainability and whether the improvements made by new managers have endured over time.



Recommended Training for New Managers

We offer several programmes which are specifically designed for new managers:

Fast-track New Manager Course

This course contains 4 x live virtual workshops and is delivered over 4 months:

- Workshop 1: Leadership & Management Excellence
- Workshop 2: Managing Operations
- Workshop 3: Effective Business Communication Skills
- Workshop 4: Building Effective Teams

It can also be delivered face-to-face in-company for groups of 5-12.

Funded Level 3 Team Leader Programme

This programme consists of 8 x blended modules and is delivered over 13+ months:

- Personal Development Planning
- Building Effective Teams
- Managing Operations
- Enhanced Business Communication Skills
- Project Management Skills
- Leading and Management Excellence
- Budgeting and Resource Management
- Data-Driven Management

Tailored In-company Management Essentials Programme

This programme consists of 3 days of training:

- Understanding the Role of a Manager and Defining Team Focus
- Communicating Effectively to Get the Best from Your Team
- Developing and Coaching Your Team for Success

This programme is ideal for groups of 5-12 and can be tailored if there are specific topics you would like included.





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