

EXECUTIVE SUMMARY

# Maestro Manager Missions

Program Overview

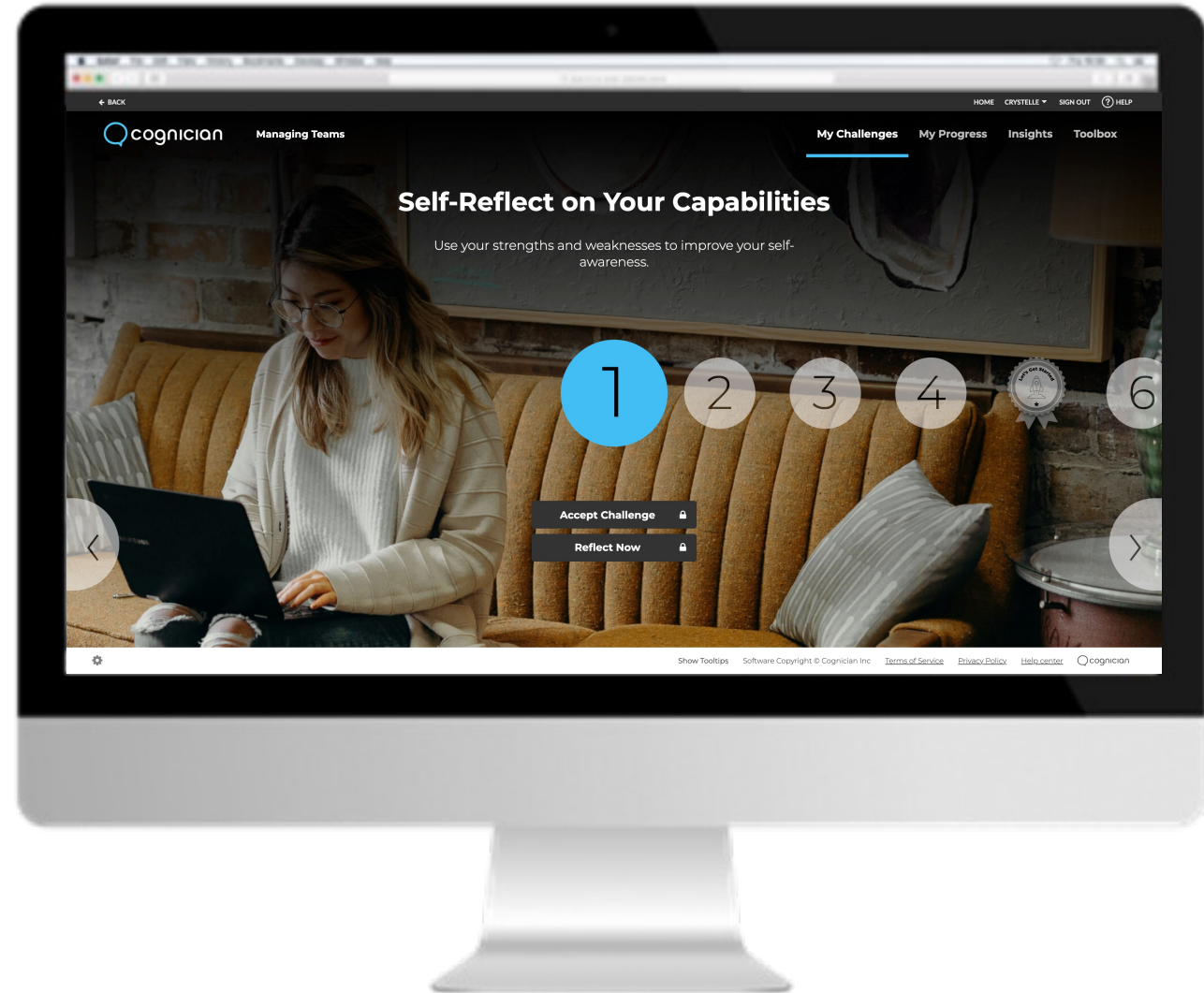
## Maestro Manager Missions

# Empower new managers to lead effectively

In today's fast-paced business landscape, many organizations face a critical challenge: Newly appointed managers often lack the essential skills and support needed to successfully lead their teams.

As businesses prioritize sustainable growth and operational excellence, inexperienced managers grapple with complex responsibilities such as team management, decision-making, and communication across organizational levels.

This lack of foundational managerial competence poses a significant obstacle for organizations aiming to cultivate effective leadership and achieve strategic goals. It highlights the need for targeted support and development initiatives tailored to the specific challenges of new managers.



## Maestro Manager Missions

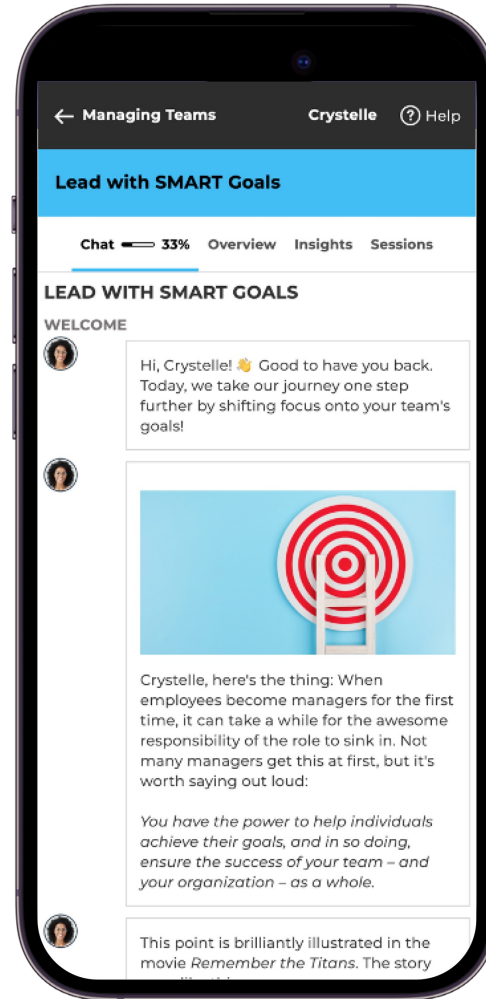
# Activate managers who excel

The Maestro Manager Missions suite of four programs is designed to equip managers who are relatively new to the role with the necessary skills to thrive in all aspects of their job.

Taking a four-pronged approach, this suite of programs focuses on managing teams, managing the self, managing relationships, and managing change.

This comprehensive approach will empower new managers to navigate their roles with confidence and proficiency, ultimately driving organizational success and impacting business outcomes positively.

From enhancing self-awareness to help managers better understand themselves and the impact of their actions, to providing the tools needed to create environments that foster high-performing teams, this program suite is a one-stop shop for maximizing manager potential and efficacy.



## How does it work?

- Participants will receive a 'nudge' to complete a module. This is delivered via email or as a one-on-one message in their Microsoft Teams chat.
- A link embedded in the nudge message takes them to the module they need to complete. Each module comprises two digital coaching guides (or 'cogs') – a 'challenge' cog and a 'reflection' cog.
- They start with the challenge cog. This is a chat-like digital coaching session that introduces a topic and gives them an actionable challenge activity to complete.
- When they have completed the challenge, participants are able to complete the reflection cog. In this coaching session, they reflect on what they've learned from their challenge experience and share their insights with their team.

## Maestro Manager Missions

# Activation Outcomes

Maestro Manager Missions is made up of four programs and 84 challenge activities. Each program seeks to develop 5 leadership competencies or 'activation outcomes.' That adds up to 20 activation outcomes overall. Review this table to see how it all fits together.

Managing Teams	Managing Self	Managing Relationships	Managing Change
<b>Leadership Self-awareness</b> Participants have taken self-awareness actions to better understand their effectiveness as a manager of teams.	<b>Self-Knowledge</b> Participants have taken self-awareness actions to better understand their effectiveness as a manager of self.	<b>Networking</b> Participants have taken steps to build professional relationships within and outside the organization.	<b>Effective Communication</b> Participants have taken steps to communicate change initiatives clearly to engage stakeholders for organizational commitment.
<b>Creative Problem-solving &amp; Innovation</b> Participants have taken actions to create a culture rich in innovation and creative problem solving.	<b>Learning Agility</b> Participants have taken steps towards continuous learning to elevate their leadership capabilities.	<b>Coaching and Mentoring</b> Participants have taken action to provide guidance and support to their team as part of professional development.	<b>Strategic Thinking</b> Participants have practiced strategic thinking skills to anticipate future challenges to manage change effectively.
<b>Inclusive Cultural Environment</b> Participants have taken steps toward building a more inclusive cultural environment.	<b>Wellness &amp; Resilience</b> Participants have taken actions to prioritize their well-being and build resilience.	<b>Negotiation</b> Participants have taken practiced negotiation techniques with others to find mutually beneficial agreements.	<b>Project Management</b> Participants have practiced project management methodologies to successfully plan and execute change initiatives.
<b>Team Building</b> Participants have taken team building actions to create energized, highly collaborative teams.	<b>Critical Thinking &amp; Decision-Making</b> Participants have taken steps to adopt a critical thinking approach to decision-making.	<b>Conflict Resolution</b> Participants have taken steps to resolve disagreements within their teams in a constructive manner.	<b>Change Management</b> Participants have taken steps to implement change management strategies to proactively address resistance and maximize change adoption.
<b>Performance Management</b> Participants have adopted performance management practices in their day-to-day.	<b>Adaptability</b> Participants have practiced adaptability techniques to navigate change optimally.	<b>Motivation Techniques</b> Participants have explored what motivates their team and used that knowledge to encourage high performance.	<b>Risk Management</b> Participants have taken actions to identify and mitigate risks associated with change initiatives to ensure desired outcomes.

# Program modules: Managing Teams

## 1. Self-Reflect on Your Capabilities

Use your strengths and weaknesses to improve your self-awareness.

## 3. Lead with SMART Goals

You have the power to equip your team members with what they need to excel and reach their own goals. Find out how to use it!

## 5. Coach for Growth

Lead with vulnerability to help your team members build trust, overcome challenges, and grow!

## 7. Set Boundaries

Empower your team to set healthy work-life boundaries.

## 9. Delegate for Opportunity

Provide growth opportunities by delegating responsibilities.

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## 2. Create an Environment of Trust

Trust is the foundation of effective leadership. This is in no way a once-off – it requires constant trust-building at every step.

## 4. Share the Success

We seldom achieve anything alone. Sharing success and giving credit where it's due is the mark of a great leader.

## 6. Break Down Silos

Spark innovation in your team by helping them to break down some silos and be inspired by new ways of thinking.

## 8. Build Energy

We can't expect effort and performance without an environment in which people feel valued.

## 10. Brainstorm

Two heads are better than one, as they say. Today, find someone to brainstorm some new ideas with!

# Program modules: Managing Teams

## 11. Create an Inclusive Space

Make all your employees feel included at every opportunity.

## 13. Look for Alternative Methods

Sometimes we find ourselves doing things 'the old way' when there's a better, more successful method out there just waiting to be discovered.

## 15. Facilitate Team Bonding

Get your team to connect in new and informal ways.

## 17. Reward Innovative Thinking

Give your team an incentive to speak up about new ideas by implementing a reward system to show how much you appreciate their creativity.

## 19. Challenge Assumptions

Every day, we make assumptions about others. Let's challenge our assumptions to promote a more diverse and inclusive culture.

## 21. Managing Teams Post Baseline Assessment

It's time to see how far you've come!

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## 12. Collaborate

Work together to increase trust and productivity.

## 14. Give Effective Feedback

How do you know that your feedback is landing the way you expected? Explore today's challenge to find out!

## 16. Resolve Conflict Fairly

Learn to resolve team conflicts constructively by embracing diverse viewpoints for better decision-making and outcomes.

## 18. Seek Feedback

Ask and you shall receive! Learn how seeking feedback empowers self-management for growth.

## 20. Request a Retrospective

Become a champion of retrospectives.

# Program modules: Managing Self

## 1. Check-in with Yourself

Set a strong foundation by taking time to reflect on your day.

## 3. Reflect on Your Role

Transform your interactions by enhancing your awareness of your role in the Drama Triangle.

## 5. Work on Personal Growth

Unlock your leadership potential by improving your blind spots.

## 7. Elevate Your Confidence

Unlock the power of self-confidence by using various empowering strategies.

## 9. Champion Lifelong Learning

Empower your future by embracing the journey of lifelong learning.

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## 2. Locate Yourself

Use a simple line to amplify your self-awareness and lead with emotional intelligence.

## 4. Embrace Feedback

Thrive on feedback by embracing a growth mindset.

## 6. Identify Your Zone of Genius

Find a state of 'flow' where your passions, purpose, and proficiency meet.

## 8. Strengthen Your Self-Discipline

Self-discipline is key to overcoming many obstacles and reaching your goals.

## 10. Master Time Management

Make time work for you, not against you.

# Program modules: Managing Self

## 11. Explore a New Perspective

Notice how doing something differently can expand your perspective and foster greater creativity and problem-solving skills.

## 13. Find Your Work-Life Balance

You can't pour from an empty cup, as they say. Prioritize your well-being in today's challenge.

## 15. Build Your Resilience

Develop your resilience to navigate challenges with confidence and ease.

## 17. Prepare for Uncertainties

Planning and preparing for uncertainties is part of leading other effectively. Use scenario planning to help you do that confidently.

## 19. Practice Adaptability

Create if-then plans to gain confidence in tackling new situations.

## 21. Managing Self Post Baseline Assessment

It's time to see how far you've come!

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## 12. Capture Your Ideas

Capture your ideas as they arise to enhance productivity and creativity, and ensure you stay organized and innovative.

## 14. Identify Your Circle of Control

Manage what's within your control better by using a simple productivity tool.

## 16. Learn from Mistakes

Embrace your errors to improve self-management and turn setbacks into opportunities for personal development.

## 18. Take Calculated Risks

Capitalize on measured risk-taking as a means to learn something new.

## 20. Build Your Personal Brand

Inspire influence by establishing your personal brand.



Program Overview

## Maestro Manager Missions

# Embrace change with Cognician

Cognician's employee activation platform delivers expertly designed challenges underpinned by sound behavioral science. Our methodology leverages four key elements - action, follow-through nudges, reflection, and social learning - to deliver measurable mindset and behavioral outcomes.

Comprehensive analytics and reporting tools enable you to capture and track behavior change in real time. Change leaders can track participants' progress, engagement, and insights, and can customize programs to deliver maximum impact.

### This suite of programs includes:

- 84 modules
- Follow-through support
- Additional resources such as videos
- Gamification elements such as badges and a leaderboard
- Social learning supported by the sharing of insights

**Optional extra:** Replace email nudges with one-on-one adaptive card messages that can be sent directly to participants in their Microsoft Teams chat.





## Behavior change by design

Four noteworthy tactics used to activate behavior in the design of this suite of programs

### 1 Make It Social

Throughout the programs, participants are given opportunities to connect with other managers to complete activities together and share insights gained from their learning experience. This helps foster a shared commitment to change, amplifying the impact of the programs.

### 2 Use Stories

Stories drive a point home in a more memorable and impactful way than just listing mere facts. In the program suite, participants are introduced to stories that illustrate the most critical communication points, making it more relatable and enjoyable, and helping to make the learning stick.

### 3 Use Mental Models

The programs invite participants to engage with various mental models, providing them with easy-to-use and easy-to-remember tools to help them implement crucial managerial practices. This helps to activate the right behaviors and mindsets, leading to lasting change.

### 4 Explore Action Possibilities

In order to embed optimal managerial behaviors and practices, participants are given actions to perform to help cement their learning. This makes the learning more effective. It also provides them with on-the-job training, making what their learning more real and implementable.

## Maestro Manager Missions

# Working with Cognician is easy

### Before Maestro Manager Missions

#### How long does it take to set up?

We prefer a lead time of two weeks to get to know our clients and make any customizations required.

#### What does Cognician need to get set up?

A kick-off call with our client/consultant gives us the information we require. Based on that, we may ask for collateral as needed.



### During Maestro Manager Missions

#### Do you provide onboarding and support?

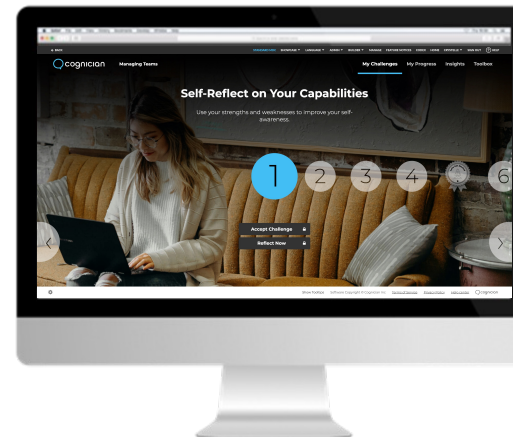
We manage all user onboarding and support from our side once your program is ready.

#### How much time does the Maestro Manager Missions take to complete?

The Maestro Manager Missions suite of four programs amounts to approximately 14 hours of active learning time, which translates to about 20 minutes per week over a period of 44 weeks.

#### What do you do to facilitate completion?

We have a sophisticated 'nudge' system that urges participants to continue their progress. Participants can also set reminders within the program to prompt them to return within a selected amount of time.



### After Maestro Manager Missions

#### Is it possible to complete this program with a new client?

Our methodology and framework are repeatable, meaning that all our ready-to-go programs can be customized and activated with minimal lead time.

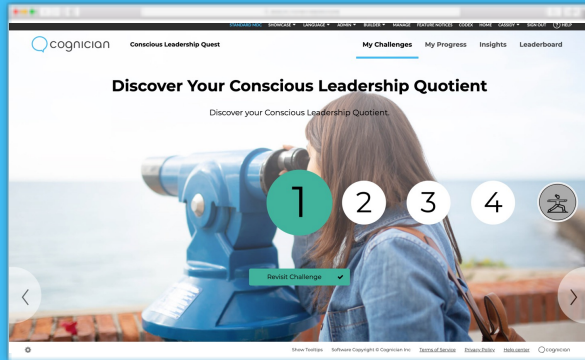
#### What reporting options are offered after program deployment?

We offer a self-service tool for monitoring engagement metrics in real time. Regular progress reporting monitors audience engagement, while end-of-deployment reporting provides insight into goal achievement and tangible impact assessment.

# Related programs co-created with Cognician

## Conscious Leadership Quest

Activates mindful leadership.



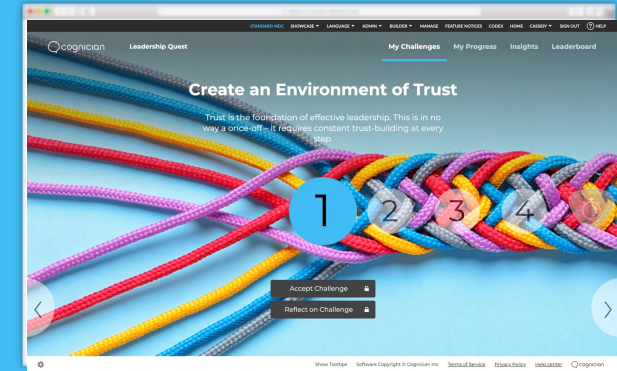
## Self-Leadership Quest

Activates self-leadership skills.



## Leadership Quest

Activates successful leaders.



## Do you have an activation problem that Cognician can help solve?

Contact Cognician today

[info@cognician.com](mailto:info@cognician.com)



See what our satisfied customers have to say

- [G2 Reviews](#)
- [Capterra Reviews](#)



Languages supported

Afrikaans, Arabic, German, English, French, Hindi, Hungarian, Indonesian, Italian, Japanese, Korean, Dutch, Polish, Portuguese, Romanian, Russian, Slovak, Spanish, Chinese (Simplified)

