

Emerging Managers Program

Investment Studies Center (ISC) @ Union of Investment Companies is delighted to invite you to a training program for emerging & future managers according to the following details:

يسر مركز دراسات الاستثمار لدى اتحاد شركات الاستثمار الإعلان عن تنظيم برنامج تدريبي للمدراء الجدد والمستقبليين ودعوتكم للمشاركة فيه، وفقاً للتفاصيل الآتية:

Program: Emerging Managers Program **البرنامج:**

Dates: 1st - 3rd of November 2022 **التاريخ:**

Timing: 09:00AM – 03:00PM **الوقت:**

Training Delivery: Live Training @ UIC premises **طريقة التدريب:**

Instructor: Hagop Emrazian **المحاضر:**

Course Details, Registration & Fees in link below تفاصيل البرنامج، التسجيل والرسوم في الرابط أدناه

<http://unioninvest.org/upcomingevents.aspx>

Registration is open according to availability

UIC Members KWD 300 **أعضاء الاتحاد**

Non-Members KWD 350 **غير أعضاء الاتحاد**

Emerging Managers Program

Content:

Module 1-Leading Yourself

- ✓ Basics of Management Functions
- ✓ Transitioning into management
- ✓ Leadership vs management
- ✓ Developing your leadership brand
- ✓ Executive presence
- ✓ Adopting classical influencing styles
- ✓ Communicating at times of crisis
- ✓ Handling crucial conversations professionally
- ✓ Assertive responses
- ✓ Leadership needs Self-assessment
- ✓ Being awake, aware, and attending
- ✓ Fine tuning your beliefs and behavior
- ✓ Coping with power stress

Module 2-Leading People

- ✓ Emotional Intelligence and application
- ✓ Managing in the knowledge Era
- ✓ Human behavior and habits

- ✓ Motivation misconceptions
- ✓ Developing trust through stages
- ✓ Identifying and addressing FAKE work
- ✓ Establishing rapport for enhanced dialogues
- ✓ How to size up your people through development
- ✓ Employee engagement
- ✓ Delegating authority and responsibility
- ✓ Influencing accountability for better results
- ✓ Self-assessment

Module 3-Managing Performance & Coaching

- ✓ How effective organizations are developed
- ✓ Importance of SMART goals
- ✓ The performance cycles
- ✓ Understanding Goal Alignment
- ✓ Criteria for Effective Expectations
- ✓ Performance Feedback
- ✓ The GROW model for coaching
- ✓ Your main roles as a coach-Moving away of judgments
- ✓ Mastering the art of questioning
- ✓ Power words and phrases for encouragement
- ✓ Listening for understanding-The power of positive feedback
- ✓ Avoiding common pitfalls during Appraisals
- ✓ Creating Action Plan for Follow

Module 4-Managing Change and Transformation

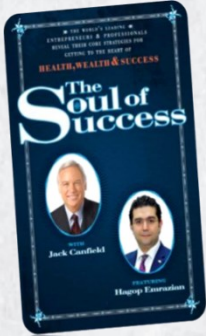
- ✓ Spotting barriers to change
- ✓ Utilizing change adopters within your team
- ✓ Communicating change initiatives
- ✓ Managing the change impact
- ✓ Educating your team on change integration
- ✓ Dealing with stress and coping with fear at times of change
- ✓ Transforming into Real Change Leader RCL
- ✓ Your influence as a leader on people during change
- ✓ Capitalizing on the process
- ✓ Importance of adapting and adopting
- ✓ Engaging your team members
- ✓ Troubleshooting issues
- ✓ Rewarding and sharing success stories
- ✓ Why sometimes change fails despite all efforts?
- ✓ Change Reinforcement

Module 5-Managing Change and Transformation

- ✓ The nature of effective organizations
- ✓ Mckinsey's 7S and moving towards an aligned vision
- ✓ Importance and definition of Diversity in today's workforce
- ✓ Cultural differences affecting performance and collaboration
- ✓ Common misconceptions between teams and groups

- ✓ Characteristics of high performing teams
- ✓ Team development stages
- ✓ Belbin team roles
- ✓ Forming –Storming –Norming –Performing–Adjourning
- ✓ Shifting from I to We
- ✓ Optimal number of an effective team
- ✓ 12 points assessment for successful teams
- ✓ Prioritizing and action planning
- ✓ Balancing the team goals and roles
- ✓ Collaborative communication

Expert's Profile: Mr. Hagop Emrazian



Hagop is leadership development expert and executive coach, where he makes sure to push people outside their comfort zones so that they realize their potential and focus on actualizing their corporate strategy. He facilitates and coaches globally and has co-authored with Jack Canfield, the bestselling "The Soul of Success"

Experience & Education

With over 27 years of corporate experience, he started his career with **Gulf Bank** in 1995 and after 9 years he moved with **Agility Logistics** until 2012 as the Head of Learning & Organization Development for the Middle East & Africa Regions managing the L&D function for 10 countries. Then he moved with **RJ Learning Group and Virginia Institute of Finance** as a Sr. Consultant. Currently he is the head of leadership development. He is a certified Executive Coach and facilitator.

Core Areas of Expertise

Hagop is specialized in: Executive Coaching, Real Change Leaders, Coaching for Improvement & People Management, Communicating with Influence, Emerging Managers, High Performing Multicultural Teams, Presenting with Impact & Public Speaking, Setting & Managing Performance Objectives, The Resilient Leader.