



Start Strong, Lead Confidently

FIRST-TIME MANAGER PROGRAM

**3-4 MONTHS
JOURNEY**

**FIRST-TIME
MANAGERS**



Build Leadership Foundations **for Your New Managers**

Welcome to our comprehensive leadership development program designed specifically for entry-level managers. Over the course of 3-4 months, we equip your emerging leaders with the essential skills and knowledge they need to navigate their new roles effectively.

This program bridges the critical gap between individual contribution and team leadership, providing practical tools and frameworks that can be immediately applied in the workplace. Join us as we transform promising talent into confident, capable leaders who will drive your organization's future success.

Why First-Time Managers Need Support?



Strategic Leadership

Building business acumen and vision



People Management

Developing teams and managing performance



Operational Excellence

Mastering delegation and time management

The transition from individual contributor to manager represents one of the most challenging career shifts. First-time managers often struggle with letting go of technical tasks while embracing the responsibilities of leading others.

Our program addresses this fundamental shift, providing targeted support in critical areas where new managers typically face the steepest learning curves.





Key Program Objectives

Our program aims to imbue industry-relevant business acumen, professional conduct, and critical thinking skills, equipping new managers with the tools to thrive in a dynamic corporate environment. By addressing both tactical skills and leadership mindset, we prepare participants to lead with confidence and effectiveness from day one.



Facilitate Role Transition

Support the shift from technical expert to people leader with confidence



Develop Core Management Skills

Build essential capabilities in delegation, feedback, and performance management



Build Business Acumen

Enhance financial literacy and strategic decision-making abilities



Foster Collaborative Leadership

Strengthen communication and influence across organizational boundaries



Key Themes



Mindset Shift

Transitioning from execution to strategic leadership

People Management

Setting expectations, giving feedback, handling difficult conversations

Operational Excellence

Delegation, prioritization, and time management

Financial Intelligence

Understanding business metrics and making cost-conscious decisions

Cross-Functional Collaboration

Communicating with clarity and influencing without authority

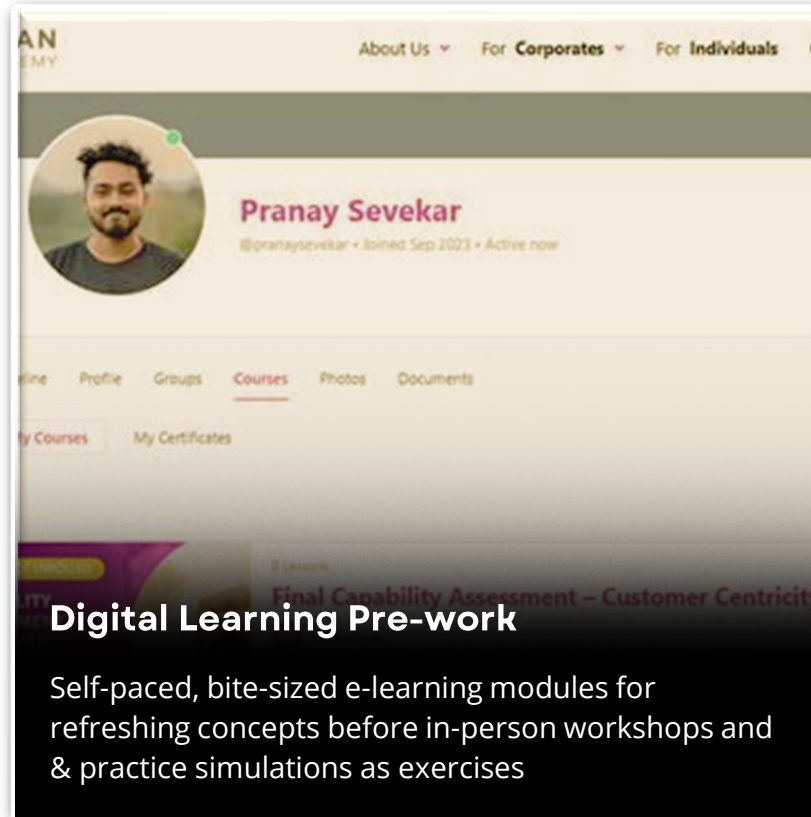
These core themes form the foundation of our program, addressing the multifaceted responsibilities of first-time managers. Each theme is explored through practical exercises, case studies, and application opportunities that translate concepts into actionable workplace behaviors.

Please note: The above themes are open to customization basis the diagnostic calls and the underlying objectives of the learning intervention.



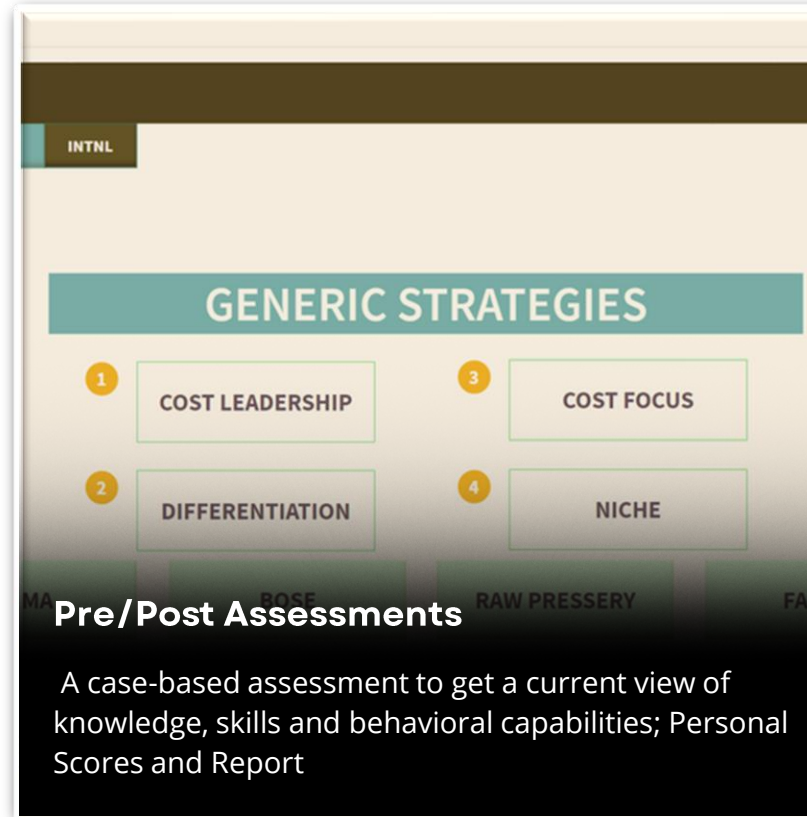


Multiple Learning Modes



Digital Learning Pre-work

Self-paced, bite-sized e-learning modules for refreshing concepts before in-person workshops and & practice simulations as exercises



Pre/Post Assessments

A case-based assessment to get a current view of knowledge, skills and behavioral capabilities; Personal Scores and Report



In-person Workshops/Virtual Sessions

Engaging faculty-led interventions coupled with customized cases, group work/exercises for discussion & clarification



Applied Learning

Post workshop or virtual session either an individual or group assignment is shared with the participants to work upon



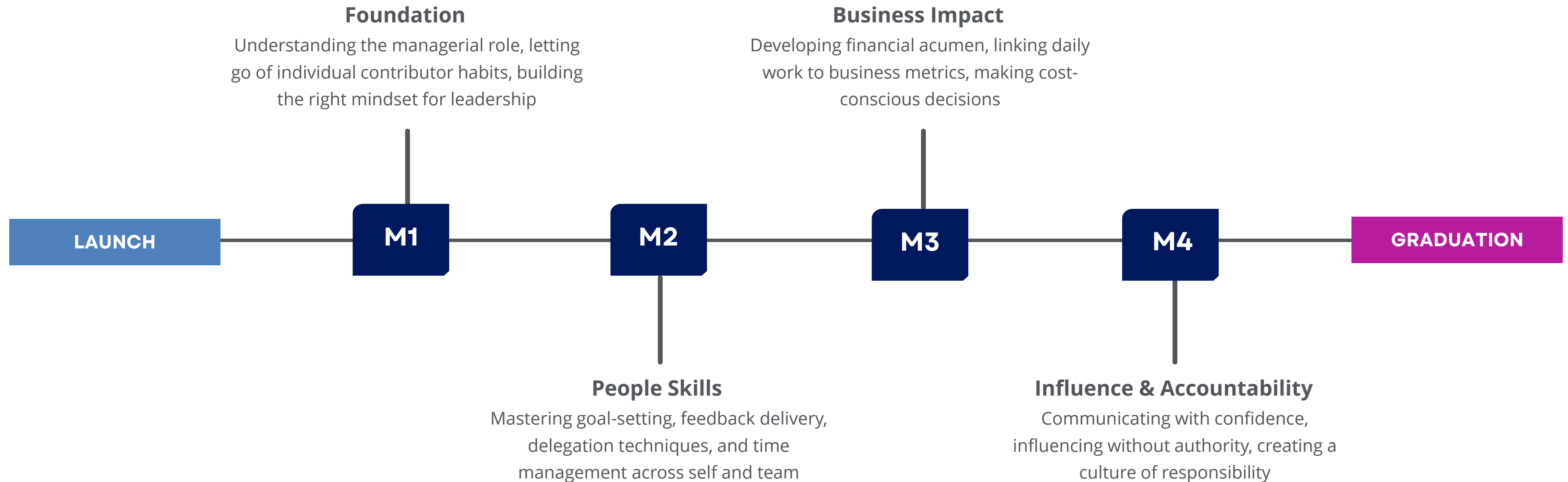
Gyan Cafe
Brewing Leaders Of Tomorrow

Post-Program Learning Nuggets

Periodic bite-sized content delivered post-program to reinforce key concepts, encourage reflection, and sustain momentum over the next two months



Indicative Program Journey over 4 Months



Each Month will comprise of

- 1-2 Hours of Pre-work
- 1 In-person Workshop
- 1 Virtual Check-in session of 2 hours
- Assignment

Please note: The above timeline is open to customization basis the requirements identified during diagnostic calls.

Program Outcomes



Confident Role Transition

Successfully shift from task-oriented individual contributor to effective team leader with a clear understanding of managerial responsibilities



Enhanced Team Performance

Set clear goals, delegate effectively, provide constructive feedback, and drive accountability within the team



Decision-Making & Problem Solving

Apply basic financial understanding to make informed operational decisions that support organizational objectives



Cross-Functional Effectiveness

Communicate and collaborate effectively across functions and levels, building influence beyond formal authority

Investing in this program delivers tangible results for both individuals and organizations. Participants emerge with the ability to transition confidently from task-oriented roles to team leadership, set clear goals, and manage performance effectively.

Beyond individual growth, organizations benefit from stronger cross-functional collaboration, enhanced decision-making capabilities, and a more robust leadership pipeline. As managers learn to drive accountability and build cultures of ownership, these skills cascade throughout their teams.





Our Learners Speak Highly of the Program

The program was really interactive and informative. I got to learn a lot of things that I can use in my daily work life to enhance my productivity.

The sessions were informative enough to clear every doubt about getting into the corporate.

My key takeaway from this program was work ethics and how to present yourself in front of others in the corporate world. The modules were perfect.



Pritam Chaurasiya
Senior Executive
SRF



Bhavay Chopra
Graduate Engineer Trainee
Tata Communications



Harshit Gupta
Software Development
Engineer
ZebPay

These testimonials show the profound impact our First-Time Manager program has had on developing well-rounded leaders. By immersing new managers in a comprehensive curriculum, we empower them to cultivate the critical competencies they need to thrive in their new roles. From fostering effective communication to driving team motivation and productivity, our program lays the foundation for their continued growth and success.



Program Faculty



ABHISHEK KUMAR

An HR leader with deep academic roots, Abhishek combines 16 years of industry and teaching experience to help first-time managers grow into people leaders with clarity, empathy, and purpose.



PRIYANKA SAHAY

With 20 years of experience across banking, entrepreneurship, and facilitation, Priyanka brings practical insights on leadership, team dynamics, and change. A visiting faculty, she simplifies complex ideas with impact.



GUAN D'PENHA

Guan blends behavioral science and communication training to build confident, clear, and empathetic managers. Her hands-on experience in learning design makes her sessions engaging, actionable, and people-first.



RITI MENDA

Riti blends 18+ years of training expertise with emotional intelligence coaching to help managers lead with empathy, solve problems creatively, and drive results—all through energizing, hands-on learning experiences.



SUMAN ADDEPALLI

A storyteller and leadership coach, Suman empowers first-time managers to build executive presence, communicate with clarity, and influence authentically. Her media and corporate background makes learning deeply relatable and actionable.



CHANDRAMOULEE P.

With over two decades in banking and consulting, Moulee demystifies finance, customer success, and decision-making for new managers—making numbers, strategy, and business sense feel easy, logical, and empowering.

Our programs are facilitated by industry veterans with extensive corporate and academic experience. This practitioner-oriented approach ensures content is not only theoretically sound but also practically relevant to real-world business challenges faced by Indian organizations.



About GlobalGyan Leadership Academy

OUR MISSION

At GlobalGyan Leadership Academy, we design and develop future-focused leadership programs for individuals and corporates. Our core strength lies in our experienced faculty who deliver practical, outcome-oriented learning experiences.

PRESTIGIOUS BACKING

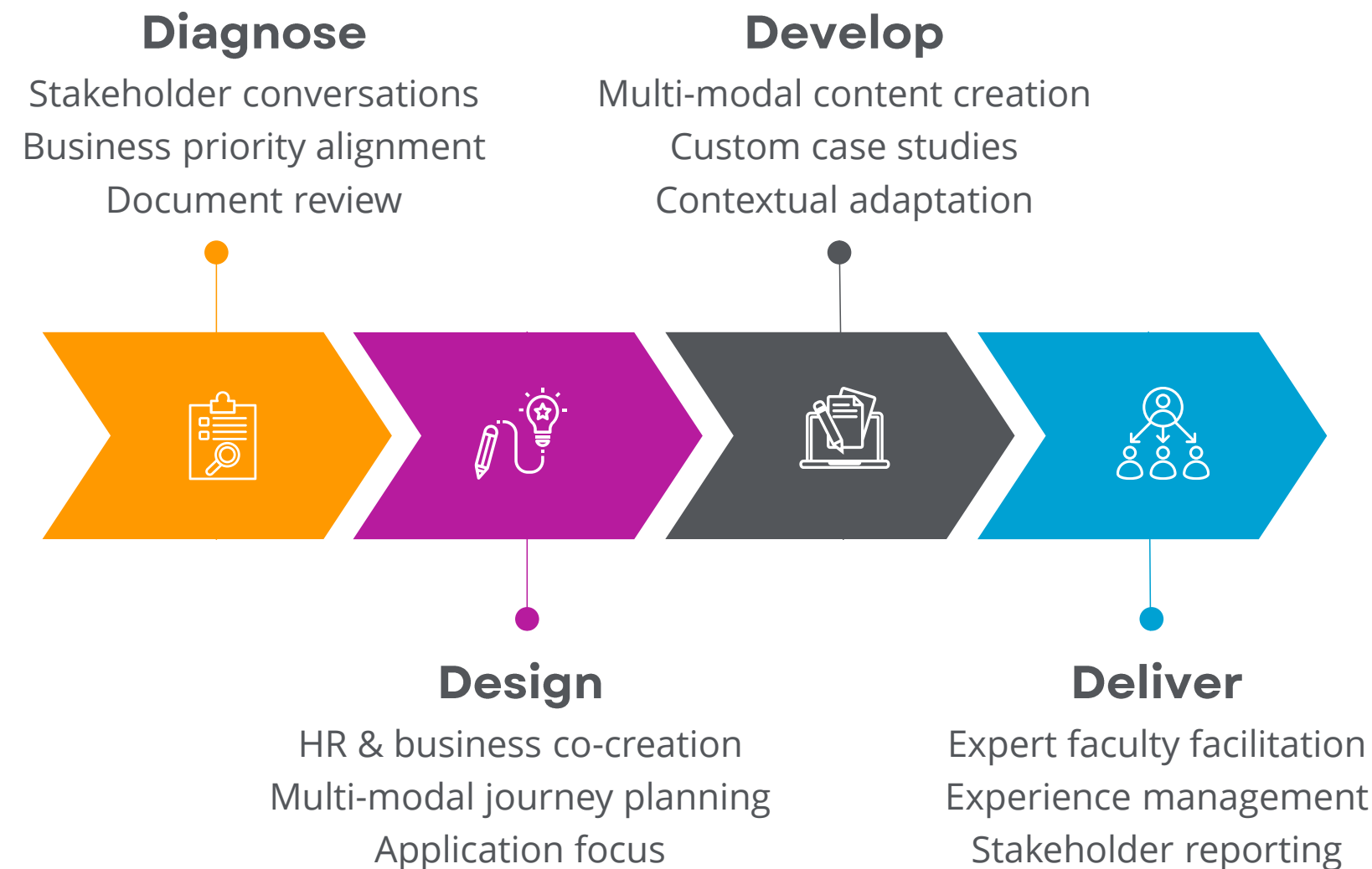
Our investors include luminaries from the corporate and academic world, including Mr. Ratan Tata and Dr. Jagdish Sheth, providing strategic guidance and industry credibility to our initiatives.

INDUSTRY TRUST

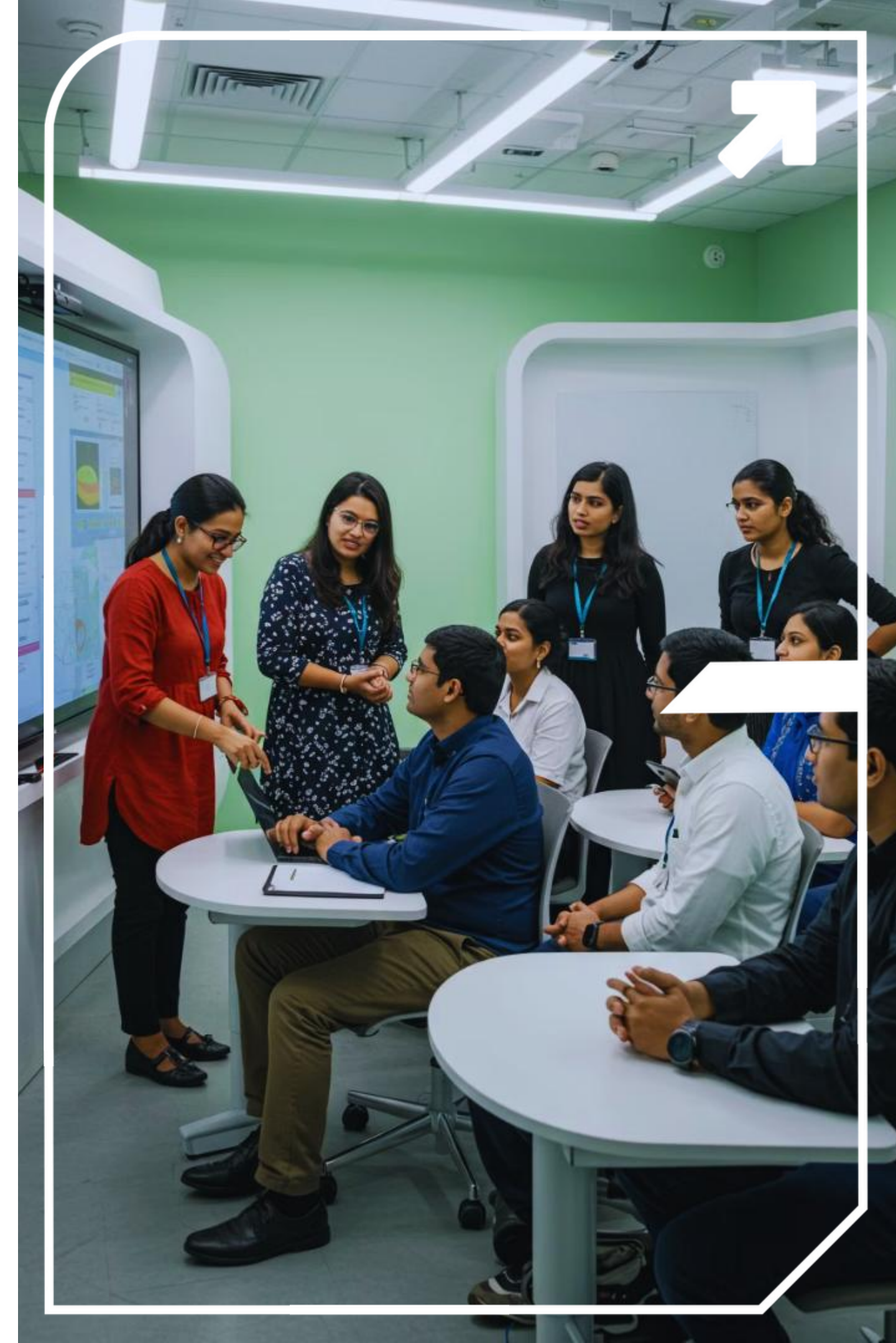
Our client roster includes leading Indian corporates such as Tata group, Godrej group, Mahindra group, HUL, ITC, ELGi, and Lucas TVS. We have trained leaders across the board—from junior managers to C-suite executives.

GlobalGyan has established itself as a premier leadership development partner for India's most respected organizations. Our comprehensive approach integrates assessments, customized content, and coaching to create development journeys aligned with both individual aspirations and organizational objectives.

Our Comprehensive Methodology



Our proven 4D methodology ensures program effectiveness through thorough needs assessment, collaborative design, contextual content development, and expert delivery. This systematic approach guarantees learning experiences that are relevant, engaging, and directly applicable to participants' organizational challenges.



Our Impact in Numbers

43000+

Managers Trained

Leaders developed across organizational levels since 2016

500+

Programs Delivered

Annual leadership development initiatives

60+

Enterprise Clients

Trusted by leading organizations

4.75/5

Avg. Program Rating

Highly Engaging

These metrics demonstrate our consistent ability to deliver high-quality leadership development programs that drive engagement and produce measurable results. Our high completion rates and growing client base reflect the effectiveness of our unique methodology and the value we provide to organizations across industries.



What Sets GlobalGyan Apart



Learn From Top Leadership Minds

Access insights and guidance from experienced industry veterans who bring real-world leadership perspective to every program.



Customized for Indian Business Dynamics

Programs specifically designed to address the unique challenges and opportunities within the Indian business landscape.



Gamified Learning Experience

Enhance engagement and knowledge retention through simulations, interactive case studies, and comprehensive board games.



Data-Driven Program Design

Leverage analytics and assessment tools to create targeted learning experiences with measurable outcomes.

Our "Partners in Action" approach ensures collaborative program development that aligns with your specific business objectives and organizational culture, delivering practical leadership capabilities that translate to immediate performance improvement.





Client Testimonials



"GlobalGyan has impactful learning interventions thoughtfully customised to the requirements of business."



Salil Chinchore
CHRO



"The content was customized to our business, so that we can go back and apply it. Your teaching methods are authentic."



Parveen Mahtani
Chief Legal Officer



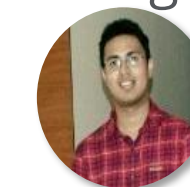
"What appealed to me is that GlobalGyan makes learning fun through tools such as simulations."

Deepika Rao
MD & CEO



"Their ability to authentically 'customise' and 'contextualise' content to your business context and challenges sets them apart."

Jyoti Mallick
Associate VP



These testimonials reflect our commitment to delivering leadership programs that address real business challenges and produce tangible results. Our client partnerships span diverse industries, demonstrating the versatility and effectiveness of our approach.



Our Impressive Client Portfolio



CONGLOMERATES AND TRADITIONAL BUSINESS HOUSES

We partner with leading corporations across industries to develop comprehensive leadership capabilities and future pipeline that drive strategic objectives and foster organizational growth.






RAPIDLY GROWING BUSINESSES

Our scalable solutions help emerging businesses build leadership foundations that support rapid expansion while maintaining operational excellence and cultural alignment.



READY TO NURTURE TOMORROW'S LEADERS TODAY?

Let's start a conversation!

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-  <https://globalgyan.in>

Scan the QR for program details

