

Great feedback from participants on completion of the Complete New Manager Programme

"It's given me the confidence to know that I am capable of doing my job and it's allowed me to think of ideas that I would not have considered previously in order to get the most from my team."

"I am now putting into action some of the things Janet has spoken about, for example one-to-one's with my team on a monthly basis to allow me to spend the time to get to know them, but also so we can set goals which I can help them to achieve going forward."

"What made me happiest about being on the Programme was being able to openly talk about experiences myself and others have had and not only gaining advice from Janet, but from my peers too."

"I really enjoyed Janet's style of training as she is extremely enthusiastic which I found to be so engaging! Her high energy keeps you motivated throughout the session, making for great interactive coaching."

Would you recommend this Programme to others? *"I would definitely recommend this Programme! Janet is a great coach with a vast amount of ideas that gets you thinking more creatively about what you can do to lead your team and feel more confident in your own abilities. She explores various aspects of the managerial role which is so insightful especially if you are just starting out and have little experience in some of these areas."*

What specific results have you experienced from being on this Programme? *"I feel as though I have gained more confidence in my role. Not only has the programme taught me new techniques and skills which I can use, but it's also reinforced some of things I already knew and did."*

"My biggest "aha" moment during the process was very early on in the programme when we spoke about "imposter syndrome" as I certainly felt this way about joining a new company in a new role. When I spoke with Janet and the others on the course, we all realised we felt the same way which really put me at ease and gave me the validation that I had earned my position."

"I thoroughly enjoyed my time on the programme and working alongside Janet. I hope that in the future I will be able to work with Janet again as she is a great coach and I know that I will be able to learn even more from her."

"I was like a deer in headlights before completing this training. Having been thrust into a huge promotion to Finance Manager, I didn't know how to cope with all aspects of management as a whole. I was concerned about my timekeeping, delegation and the way I communicated with my team as a whole.

I loved that we discussed how the company do not expect us as new managers to walk into the role and excel instantly – that the reason we were chosen is based on our potential. This helped my anxiety in the new role ease massively. I had never thought of it from this viewpoint in the past and to think like this has proven invaluable."

"I think Janet is a lovely, lovely lady. She always listened to any questions we had – she made the training as a whole, fun and informative. The coaching aspect of the training was great. Not only did she help with work issues, but she helped me to look at my life goals including home life. She helped and encouraged me to look more at my home / life balance which made me happier as a whole."

"I am a much more accomplished and confident manager since finishing the training. I am able to dissect what is needed of me a lot more effectively. I have also started to check myself on an evening when I can feel my work/life balance shifting. I feel much better in my new position since doing this training."

Would you recommend this Programme to others? "Yes! Definitely! This training has been invaluable and has helped me massively with my confidence and believing in myself. It has helped me to understand that I have got time to find my feet, and I do have the skills to excel as a manager. All aspects of this training from the workbooks to the actual training, and the coaching – have been incredible. DO IT! If my experience is anything to go by, I would just say do it! The training was tailored throughout to base on real life scenarios. Janet was happy to help if we had any scenarios, we felt we needed advice on."

What specific results have you experienced from being on this Programme? "I believe in myself more. Although as a department, we are still behind – as a manager I know I have what it takes to get there with the help and support of all the managers around me, and of course my amazing team. I have been able to delegate more and have been taking the time out to train my colleagues to help in the long run. I now question myself a lot more to ensure I am doing what I should be as a manager. I feel I now have the knowledge to manage effectively."

"All in all I feel the course was very easy going and Janet was amazing at breaking down all aspects of the course. The zoom aspect of the course was great, and I genuinely do not feel there are any aspects that could be changed to make it easier."

"I would just like to thank you. The course was amazing. It was great to do a course with this level of support. The documents and manuals I received through the whole process were excellent and I now always have these to refer back to. The coaching was super useful in that we could specifically focus on my own shortfalls. Janet made this course a real treat to be a part of and I am grateful to have been given the opportunity to better myself by way of participating in this course."