



Ninety Nine

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Step Up: Program for New Managers in Manufacturing

Essential leadership skills for manufacturing managers

3 MODULES

February - April 2025



Concept & Topics

For the last 15 years we have worked with multitude of manufacturing companies training their managers and leaders to handle the specific challenges manufacturing teams present. In “Step up: Program for New Managers” we distill the key skills a manager in Manufacturing should master to succeed in their role – the mission of the program is to support first time managers in their transition from an expert to a manager.

The program is suitable for new manager with experience up to 1 year.

Our aim is not only to build a leadership skillset but also to ignite the process of building the mindset of a manager that will help first-time managers grow in their role.

In 3 two-day modules we will share best practices, work on realistic industry-specific business cases, provide opportunity for the participants to practice, share experience, give and receive feedback and build the foundations of their future leadership careers. Together with the achievement of the specific training goals we will address the personal development goals of the participants.

Main focus of the 3 modules:

Module 1: Effective execution of the managerial role and functions. Time management and personal effectiveness.

Module 2: Leadership and leadership styles. Performance management.

Module 3: Motivation. Team and conflict management. On-the-job training and development.



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Modules Content

Module 1: Effective execution of the managerial role and functions. Time management and personal effectiveness.

- Factors for managerial effectiveness.
- Importance of managerial role and functions
- Transition from an expert to a manager
- Time management mistakes and how to reduce them
- Proper prioritization – how to have more time for the important things
- Delegation - basic principles and approaches

Module 2: Leadership and leadership styles. Performance management.

- Assigning tasks, types of power and leadership styles
- Effective monitoring and supervision of employees. Overcoming the tendency to micromanage.
- Goal setting and cascading goals and objectives as an element of management
- Factors determining employee performance and how to influence them
- Steps in the conversation for positive and corrective feedback

Module 3: Motivation. Team and conflict management. On-the-job training and development.

- Team and team interaction. Phases of team development.
- Team roles
- Managing conflict as a third party
- How motivation works and what is the manager's role in employee motivation
- Intrinsic and extrinsic motivation. Elements of intrinsic motivation.
- Mentoring and on-the-job training

Facilitator



Dobroslav Dobrev

I graduated "Social Activities and Psychology" specialty at Neophyt Rilski University of Applied Sciences. Certified as a consultant and trainer by the "Sales Trainer Excellence Program" at Volkswagen AG. Certified trainer - "International Basic Training" - Volkswagen AG and assessor in the assessment centers at AUDI AG. I have certifications for leading group dynamic trainings by UNFPA and YPEER. For more than 22 years I have been conducting programs for the development of leadership and sales skills, management and development of sales teams, talent assessment and development.

I work intensively with manufacturing companies, medium and large companies in the field of telecommunications, automotive, agribusiness, pharmacy, finance, importers and distributors of industrial goods, international and local trade companies. I have experience with projects in Bulgaria and Germany.

Facilitator



Ilian Ilkov

My passion is related to business and entrepreneurship – on one hand, developing my own business (I am the founder of Baby.bg - the largest online store for baby goods in Bulgaria and manager in the period 2013 - 2021), and on the other hand, training people and teams to develop:

- Negotiation and conflict management skills
- Sales skills
- Communication skills
- Skills to present with confidence and impact

My other great love is improvisational theater - I have a degree in acting and directing for drama theater and have been teaching advanced improvisational theater courses for over 8 years.

Sign-Up Terms

Dates

Module 1: 27-28 February

Module 2: 20-21 March

Module 3: 10-11 April

Sign-up deadline

10 February

Venue

Plovdiv

Price per participant

EUR 1290

15% Discount for 2nd and 3rd participant (Max 3 participants per company)

The price includes:

- Before and After sessions with immediate manager and L&D function in the company to discuss a PDP for the participant.
- The trainings delivery
- All necessary training materials

The price does not include:

VAT



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