STARBUCK ACADEMY · GROW · PROGRAMME BROCHURE

Starbuck Manager Pathway

Become the manager your team needs

A practical 12-week programme for new and developing managers. Twelve short video lessons, one a week, and three one-hour coaching sessions (worth £1,050) across your first 90 days, so what you learn becomes how you lead.

- 12 weeks
- 12 lessons of about 30 minutes
- 3 one-hour coaching sessions worth £1,050
- 6 estimated learning hours
- Certificate of completion
- **CPD accreditation in progress**

£1,195

per person, one-off payment, VAT included. Includes £1,050 of one-to-one coaching.

academy.starbuckassociates.com
/courses/starbuck-manager-pathway/

WHY IT MATTERS

Most managers are promoted, not prepared

People usually become managers because they were good at their previous job. The Pathway gives them the everyday skills that matter most: clear expectations, useful feedback, confident delegation, coaching conversations and looking after their team, taught through real workplace situations and practised with a coach.

12	3	12	1
video lessons	one-hour coaching sessions	weeks, one lesson a week	certificate of completion

Who it is for

New managers in their first leadership role, experienced managers who never had formal development, and employers looking for a practical alternative to management apprenticeships.

What you will be able to do

01	Make the move from doing the work to leading others, and set clear expectations for your team
02	Run regular one-to-ones that build trust and keep work on track
03	Give feedback people can use and delegate in ways that grow your team
04	Use coaching conversations to help people solve problems for themselves
05	Understand what motivates your team and handle difficult conversations fairly
06	Lead your team through change while building psychological safety and protecting wellbeing and workload
07	Create a personal development plan for your next stage as a manager

THE PROGRAMME

Twelve lessons, one a week

Each lesson takes about 30 minutes, including a short workplace task, and is built around one proven model or tool.

01 **From Doing to Leading**
Your first 90 days and the Role Shift Map

02 **Setting Clear Expectations**
Outcome, standard and deadline

03 **One-to-Ones That Matter**
A simple agenda your team will value

04 **Giving Feedback People Can Use**
The SBI model: situation, behaviour, impact

05 **Delegating Well**
The Delegation Ladder

06 **Coaching Conversations**
The GROW model

07 **Motivation and Engagement**
Autonomy, mastery and purpose

08 **Handling Difficult Conversations**
Prepare, open, listen, agree

09 **Leading Through Change**
The Change Curve

10 **Building Psychological Safety**
The Team Climate 2×2

11 **Wellbeing and Workload**
Recovery and boundaries

12 **Your Development Plan**
The 70-20-10 plan

Three coaching sessions that make it stick

Learning becomes habit when you practise it on real situations. Each month you meet a Starbuck coach to work on what is happening in your own team.

MONTH 1

Finding your feet

Your role shift, your priorities and the relationships to build first.

MONTH 2

Leading the team

Putting feedback, delegation and coaching conversations into practice.

MONTH 3

Looking ahead

Reviewing your progress and shaping your development plan.

WHAT YOU GET

Everything a new manager needs to get started

- Twelve video lessons, released one a week
- Three one-hour coaching sessions with a Starbuck coach, worth £1,050
- A learner guide and worksheet for every lesson, with a workplace task to try that week
- Five quick knowledge check questions at the end of each lesson, with feedback on every answer
- A Starbuck Academy certificate of completion when you finish all 12 lessons and knowledge checks
- 12 months' access, and you keep every guide and worksheet you download

How your learning time adds up

Your 6 estimated learning hours are made up across twelve lessons of about 30 minutes each:

- Watching the lesson video and reading the lesson notes: about 2 hours (10 minutes each)
- Working through the tool and reflection for each lesson: about 1 hour 36 minutes (8 minutes each)
- Planning and carrying out each weekly workplace task: about 1 hour 48 minutes (9 minutes each)
- Completing the knowledge check after each lesson: about 36 minutes (3 minutes each)

Total: 6 estimated learning hours. Your three coaching sessions are in addition to this.

Who designed it

Designed by ICF credentialed coaches at Starbuck & Associates, led by Paul Starbuck, our Founder and CEO and an ICF Master Certified Coach (MCC). Every lesson draws on our coaching and leadership development work with organisations in the UK, Europe and internationally.

Developing a group of managers?

We can add live cohort sessions, group coaching and the Leadership Diagnostic. Email academy@starbuckassociates.com and we will put a proposal together.

ENROL TODAY

£1,195 per person, one-off inc. VAT

One-off fee per manager, including £1,050 of one-to-one coaching. Every programme carries our 14 day money back guarantee.

academy.starbuckassociates.com/courses/starbuck-manager-pathway/

ICF Level 1 and Level 2 Accredited Coaching Education Provider

Certified B Corporation

ISO 9001 and ISO/IEC 27001 certified

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