

Pathways to Management

Effective managers are the life blood of any organisation, so the quicker you can enable them to be proficient, the quicker they can add value. The Alchemy management pathways accelerate the time to proficiency for your front-line or mid-line managers.

The learning pathways focus attention on the areas of management that matter most. The pathways are fast paced, rigorous and interactive learning programmes for newly promoted or underperforming supervisors, team leaders and middle managers.

New managers and supervisors will learn the vital basics of management that are often ignored when they move into their new role.

People promoted to a line management role will learn about the step change they must make in their approach to be effective at this new level of responsibility.

The learning pathway is done under the guidance of a mentor, usually their line manager, and the whole process is delivered using the breakthrough Alchemy Learning Pathway platform, so you get all the benefits of the platform plus...

- Managers who start adding value from day one in their new role
- A management mind-set to find efficiencies and make savings
- Focuses managers on the value they add to the organisation
- Helps managers understand what they don't know they don't know
- Builds a productive working relationship with their line manager
- Directly engages line managers in the learning process
- Helps build the network every manager needs
- Useful as a refresher programme for managers who are 'drifting'
- Generates actions on priorities that are important, but never seem to be urgent enough to actually get done
- Can be customised to suit each organisation
- Approved ILM programme



"As a new manager it is encouraging to be able to immediately implement positive actions for change."
Team Lead

Team leader / supervisor pathway modules

Your role as a manager	Feedback and informal review
Keeping legal, healthy and safe	Empowerment and delegation
Your management portfolio	Objective setting
Dress and speech	Planning
Company values	Serving customers
Problem solving	Creating personal impact
Money and fraud	Team meetings
Holidays, sickness and other absence	Getting people to listen
Management techniques	Managing conflict
Using your manager	Motivating and understanding people
Building relationships	Developing colleagues
Appraisal and disciplinary action	Using technology
Statistics and reporting	How are we doing?

Middle manager pathway modules

Your role as a middle manager
 Keeping legal, healthy and safe
 Your leadership portfolio
 Operational planning
 Management reporting and accountability
 Planning for change
 Implementing change
 Establishing business process
 Plan and manage projects
 Developing colleagues
 Promote, recruit and select
 Performance problems
 Organisational culture
 Human resource planning
 Risk assessment and management
 Quality and compliance audits
 Innovation in the organisation
 Budgets and forecasts
 Customer excellence
 Considering for the environment
 Building relationships
 Contribute to strategic decision-making
 Provide leadership
 Managing yourself and pressure
 Team
 How are we doing?

