

# Management Training Programme Template

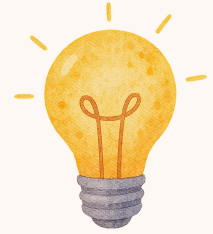
*Build a management training process that drives real behaviour change*

**Most management training fails because it's treated as an event, not a process.**

This 1-page template helps you design a programme that changes behaviour on the job. Use it to focus on outcomes, not content, and build a rhythm of learning, action, and accountability.

## How to make it work

- Start with the problem:** Fix the real business issue you are trying to solve right now.
- Define the behaviour:** Set the exact actions people must change and repeat daily.
- Build a weekly rhythm:** Learn, apply, coach, reflect and then repeat until it sticks now.
- Force real world use:** Managers practise skills in live work situations each week.
- Track behaviour change:** Measure what actually shifts at work not attendance today.



### Business Problem

*What's currently happening that shouldn't be?  
(e.g. Managers avoid difficult conversations, causing escalations.)*

### Desired Behaviour

*What needs to be true instead?  
(e.g. Managers hold performance chats within 48 hours.)*

### Weekly Development Method

*How will managers learn, practise, and get coached each week?  
Choose one: workshop / coaching / microlearning / on-the-job action*

### Real-World Application

*What will managers do differently this week?  
(e.g. Delegate one task using the outcome-based structure.)*

### Results Tracking

*How will we measure progress or outcomes?  
(e.g. Fewer escalations, faster decisions, improved engagement.)*

**Training works when behaviour changes on the job.**

Use this template to keep your programme focused on outcomes that matter. When managers practise the right behaviours every week, confidence grows, conversations improve, and performance follows.