



MANAGEMENT DEVELOPMENT PROGRAMME

Build confident managers

Create stronger teams

Reduce the hidden cost of poor management

Emailogic Management Development Programme

A practical, bespoke programme for organisations that need managers who can lead people confidently, clearly and consistently





The challenge: how to upskill managers with people skills and confidence

Managers are often promoted because they are technically strong, trusted or available. But without practical management skills, they can quickly become a source of avoidance, confusion and escalation.

The reality: under-developed managers create a hidden cost through unclear expectations, poor delegation, avoidable conflict, low engagement, unnecessary HR involvement and senior leaders being pulled into issues that should be resolved earlier.

Research from the Chartered Management Institute highlights the scale of the issue: 82% of workers entering management roles have had no formal management and leadership training, and only 27% of workers describe their manager as highly effective. Half of workers who view their manager as ineffective plan to leave within the next year.

What changes after the programme?

- Managers communicate more professionally with teams, peers and stakeholders
- Difficult people situations are handled earlier, more constructively and with increased confidence
- Teams receive clearer expectations, better feedback and more consistent support
- Senior leaders and HR spend less time dealing with preventable people-management issues
- The organisation develops a shared, practical language for effective management



The solution: a bespoke programme built around your managers

Emailogic designs practical Management Development Programmes that fit your organisation, your managers and your timescales. We draw from over 50 fast-paced learning sessions covering more than 100 management and leadership topics, then tailor the programme to the behaviours and outcomes that matter most to your business.

Our programmes work because they are practical, hands-on and theoretical. They are designed for real managers dealing with real people, real pressure and real workplace conversations.

How we build the programme

1. Understand	We explore your organisational context, manager population, operational pressures and development goals
2. Diagnose	We identify capability gaps and agree the specific learning outcomes that matter most to your business
3. Design	We build a bespoke programme using relevant sessions from the Emaillogic suite, supported by wrap-around learning elements
4. Deliver	We deliver focused, practical sessions live online or in person, with clear actions between modules
5. Embed	We help participants apply learning through personal development planning, action learning and follow-up conversations



If you have been in management for a number of years and are looking for a course to reset and enhance your management skills, this is the course for you. ”

Scott Campbell, Shift Leader, SAS International



As a manager, or if you are looking to be a manager then fundamental skills are important, look no further and get what you need from this tailored training programme. ”

Louise Mainland, Bereavement Services Manager, Highland Hospice

The business case for investing in managers

Time saved	Managers prioritise and delegate more effectively. Teams waste less time through confusion, rework or unclear ownership.
Fewer escalations	Senior leaders and HR are less likely to be pulled into issues that trained managers can handle earlier and better.
Better retention	Conflict is handled more constructively, feedback improves and employees feel better supported by their manager.
Consistent management	Managers adopt a shared toolkit, creating a more consistent experience for employees across the organisation.
More engaged teams	Clearer communication, better support and more confident leadership contribute to stronger morale and engagement.



I now have self awareness and awareness of each of my team's needs and I have learnt to delegate and trust my team. ”

Jordan Vorley-Young, Team Leader – Uinsure



Over the last few months of the course I've really strongly implemented the work around EQ, stepping back, breathing, then applying logic.

Both the moderators were brilliant, full of knowledge and gave additional reading and sources to continuously develop. ”

Jack Taylor, Partnership Support Consultant – Uinsure



A programme journey that builds momentum

A typical programme moves from discovery and diagnosis into a sequence of tailored learning modules, delivered every three to four weeks. This rhythm gives managers time to apply learning, reflect on progress and bring real challenges back into the programme.

Before the programme:

Discovery, diagnosis, stakeholder input, programme tailoring and Personal Development Plan preparation



During the programme:

Four to eight 180 minute sessions, senior leader touchpoints, Action Learning Sets and practical application between modules



After the programme:

Findings Workshop with recommendations, follow-up development conversations and signposting to further content where appropriate

Delivery at a glance

Delivery methods	Live virtual, in person or blended delivery
Typical duration	Four to eight tailored sessions, each lasting 180 minutes
Programme rhythm	Modules are typically delivered every three to four weeks
Programme style	Fast-paced, practical, discussion-led and tailored to the needs of each cohort
Best suited to	First-time managers, developing managers, team leaders and managers who need a more consistent people-management toolkit

Recommended cohort size

Programmes are typically delivered to cohorts of up to 10 managers. This allows for individual discussion, coaching and application to live management challenges.



Investment

Pricing is transparent and programme-based. The core cost is per delivered module, with an additional investment for the wrap-around elements that make the programme tailored, embedded and practical.

Final pricing depends on programme length, delivery format, tailoring requirements and whether the programme is delivered virtually, in person or as a blended approach.



Example modules

A typical four- to eight-session programme may include a selection of tailored modules such as:

- The Art of Management
- Handling Challenging Conversations
- Effective Prioritisation and Delegation
- Understanding Emotional Intelligence
- Understanding and Responding to Sexual Harassment
- The Art of Performance Management
- Giving Effective Feedback
- Conflict Resolution
- Managing Change
- Coaching Skills for Managers
- How to Think, Plan and Act Strategically
- Psychological Safety
- Managing Remote Teams



*Emaillogic's webinars are by far the best I've come across ...
They take time to understand client needs and customise accordingly.*”

Poonam Menon, Global Lead, Leadership Capability Team, Standard Chartered Bank

Why choose Emailogic?

Established for over 25 years | Over 50 courses | Virtual and in-person delivery | Programmes and rollouts | 1,500+ businesses supported

Emailogic specialises in practical behavioural skills training that helps people communicate, manage and lead more effectively. Our facilitators are skilled at engaging both willing and unwilling learners.

We specialise in turning management theory into practical, usable behaviours that stick. Whether you are developing new managers, strengthening middle management or empowering senior leaders, each programme is tailored to your organisation's culture, challenges and goals.

- **Established expertise:** over 25 years of training excellence, 17 years of virtual delivery experience and facilitators with 20+ years of experience.
- **Engaging and effective:** experts in engaging all learners and facilitating adult conversations around complex management topics.
- **Tailored and transformational:** every programme is customised, practical and designed to support management development, organisational learning and culture change.

Trusted by leading brands: Emailogic has worked with global organisations including AXA IM, AXA XL, Clifford Chance, HSBC, IK Partners, Kia, Lloyds, Rabobank, Rolls-Royce, Toyota, SCOR, Scottish Water, Sony, Uinsure, UKRI and many more.

Emailogic success stories

Scottish Water

Emailogic has trained and developed hundreds of Scottish Water managers since 2016, delivering a range of practical management and communication topics as part of the annual training curriculum.

- Effective Prioritisation and Delegation
- Having Effective Virtual Meetings
- How to Get Better Results from Your Email
- Managing Remote Teams
- How to Design and Deliver Successful Virtual Presentations

Emailogic also co-created the Scottish Water “Connecting Skills” training programme for managers, covering Emotional Intelligence and how to strengthen relationships and build effective connections. Recently, Scottish Water and Emailogic were shortlisted for the annual HR Network Awards for the programme.

The Reform Club

Emailogic delivered a tailored Management Development Programme for two cohorts at The Reform Club, consisting of four 180 minute sessions covering The Art of Management, Strategic Thinking, Effective Prioritisation and Delegation, and Handling Challenging Conversations.

The programme was tailored around business-specific scenarios and included Personal Development Plans and Action Learning Sets. Post-programme feedback showed that every attendee said the programme was a good use of their time and would help them in their role.

“We engaged Emailogic to run a management development programme for our managers who have extremely different levels of experience and are responsible for very different areas of the business – the Emailogic facilitator did a great job. We are already seeing benefits as managers see the big picture more clearly and are able to deal with staff issues much more effectively. We look forward to running follow-on sessions and would recommend Emailogic to anyone!”

Abi Hardcastle, HR Director, The Reform Club



Build stronger managers

The first step is a short scoping conversation. We will explore your current management challenges, the managers you want to develop, the outcomes you want to achieve and the delivery format that will work best for your organisation.

We will co-create a Management Development Programme that gives your managers the confidence, skills and structure to lead people well.

Contact

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An abstract graphic at the top of the page features several circles in blue, black, and orange, and a series of vertical bars of increasing height on the left side.

Besides delivering management development programmes our highly experienced team also offers:

- One to One Management Training
- Bespoke Development
- Change Programmes
- Individual Coaching
- ED&I Programmes
- Group Facilitation

For further information, please email or call and speak to one of our friendly consultants.

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The logo consists of a blue square on the left and an orange square on the right, with the word "emaillogic" in white lowercase letters across the middle.