

Winter Manager Academy

Five live virtual sessions. Two hours each. One year of practice built in.

Middle managers are where strategy either becomes action or dies in translation. No vision handed down from leadership ever comes to life in the daily work of an organization without passing through the hands of the managers in the middle, and yet those same managers are routinely promoted into brand-new skills with almost no formal training, only whatever they happened to observe from their own bosses along the way. The cost shows up in the data: managers account for roughly 70% of the variance in team engagement, and half of all employees have left a job at some point to get away from a manager.

The Focus on the 40 Manager Academy exists to close that gap. Grounded in leadership and organization development research as well as the science of human happiness, the Academy teaches management the way it's actually practiced: one conversation at a time, in all four directions at once: leading yourself, leading your team, leading across to peers, and leading up to the executives above you.

10 am - 12 pm PT / 1 - 3 pm ET · Tuesdays, January 12 - February 9, 2027

The Five Sessions

JAN 12

Session 1: Leading Yourself

MANAGER ACADEMY

Self-awareness is the foundation: a live leadership assessment, strengths put into deliberate action, beliefs as a leading indicator of behavior, and the 10-year question that anchors identity as a leader.

JAN 19

Session 2: Leading Your Team

MANAGER ACADEMY

The shift from subject-matter expert to leader of experts: clean feedback, situational leadership, and the weekly disciplines that build trust and capacity through others.

JAN 26

Session 3: Leading Across

MANAGER ACADEMY

Leadership without authority: peer conflict, cross-boundary work with contractors and partner agencies, and the lateral conversations that close the gap between the conversations teams need and the ones leaders actually have.

FEB 2

Session 4: Leading Up

MANAGER ACADEMY

Managing up as a reciprocal responsibility: understanding your boss's goals before seeking influence, asking for the why before carrying the what, and building the credibility that turns frontline intelligence into executive action.

FEB 9

Session 5: Leading Through Change

MANAGER ACADEMY

The ultimate test: moving a team through change, staying in conversation when instinct says go quiet, and modeling resilience (lose, adjust, try again) when the plan falls apart.

Built to Stick

Every session stands alone; attend one or all five, in any order. Every session is built the same way: short teaching segments, live practice in breakouts, a named 'discomfort' moment that normalizes the hard part of the job, and a completed scorecard participants take back to their desks. A free graduation and capstone session on Tuesday, February 16, 2027, closes the Academy with final commitments, before-and-after scorecard results, and a one-on-one strategy session.

And because a two-hour session fades fast, every registration includes the weekly practice bundle: *52 Weekly Tips*, the companion book *50 Powerful Manager Moments*, *High Trust Cultures: A Resource Guide*, and *The Little Book of Workplace Happiness*, turning two hours of learning into a year of small, compounding moments.

WHO IT'S FOR

Supervisors and managers across sectors and industries, from newly promoted front-line supervisors to seasoned executives leading newly formed teams. Approved by STC. Interested in getting this certified for continuing education credits? Contact Us.

PRICING

PUBLIC AGENCIES & NONPROFITS

\$299/person per session · \$1,299 for all five sessions*

FOR-PROFIT BUSINESSES

\$399/person per session · \$1,599 for all five sessions*

*One registrant only, no mixing of attendees.