

MANAGER'S GUIDE TO SUPPORTING LEADERS IN THE PROGRAM

Easy Ways to Support Their Growth



Have Short Check-ins

- Ask simple, open-ended questions such as:
 - “What’s one new idea or tool you’ve taken from the program so far?”
 - “How are you trying it out with the team?”
- These check-ins can be part of your regular one-on-ones - no extra meetings required.

Connect Learning to Work

- Encourage them to apply program concepts to real challenges.
- Ask: “Is there a current project or situation where you could practice what you’re learning?”
- Encourage them to teach others what they’re learning (one of the strongest ways to see long-term changes in behavior).

Conversation Starters

Use these prompts to spark simple but impactful conversations:

- “What’s been the most useful takeaway for you so far?”
- “How can I support you as you practice these skills?”
- “What’s one leadership behavior you’re focusing on right now?”
- “What’s something new you’ve tried with the team?”

Celebrate Small Wins

- Recognize when you see them practicing a new skill.
- A quick “I noticed you tried a new approach in that meeting - nice work!” goes a long way.

Model Growth Yourself

- Share something you’re working on in your own leadership (showing vulnerability and openness makes it easier for them to grow).
- Ask for feedback about how your leadership impacts their success.

You don’t need to be an expert in the program material - your role is simply to show interest, provide encouragement, and recognize effort. Your support is one of the biggest factors in whether your leader fully embraces and sustains their growth. Together, we’re building stronger leaders for today and the future. Thank you for playing such an important role in this journey!

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