



Build and maintain a **high-performing, motivated team** in 12 weeks. With less time, less stress and less wasted effort.

A quick and practical pathway to effective, assertive management.



THE CPD STANDARDS OFFICE
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2024-2026
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preferred future
skills academy
learn, achieve, transform: online and face-to-face

Managing with Impact 12-Week Accelerator Programme

With well-paced online modules and live coaching sessions, the programme will empower you to become a high-performing people manager that motivates and leads their team with confidence and conviction. Participants will be able to learn at their own pace during the weeks, creating a balanced and effective learning experience. On average, the Accelerator programme pathway requires a commitment of one to two hours per week.



Managers from SETU, completing the in-person version of the programme in 2025



Interactive online learning

Videos, cheat-sheets, diagnostics, transcripts, action plans, quizzes spread over 12 weeks



Live group coaching

Meet other delegates on the programme via live Zoom Accelerator Group Coaching Sessions delivered at planned points throughout the programme



Tracked

We send senior management reports of completion so you can track who has completed the content.



Community

Learn with others through a supportive and interactive online community of learners



Practical activities

Engage in practical actions each week to apply your learnings into the real-life work situation



Flexible

Can be completed when it suits your schedule.



CPD-accredited

Ensuring quality and validating the professional learning content of the programme



Sarah Millea, Director of Human Resources, Mount Juliet Estate, Ireland



"Any opportunity for an individual or team to learn with Reg is truly a golden opportunity. I'm absolutely delighted to be working alongside Reg with my wonderful Mount Juliet Estate Autograph Collection management colleagues."

Building blocks of the programme

Stabilise staffing:
Lower turnover and
recruitment costs.

Boost motivation,
performance &
productivity

Enhance customer/
guest experience

Future-proof your
organisation with
modern leadership skills.

Reduce stress and
start enjoying your
management role.

Build a culture of high
performance and
effort in your team

Build your confidence
in delivering
impactful feedback

Improve profitability
by cutting the costs of
people performance
issues.

Set SMART targets
that your team can
achieve

What does the programme offer?

- **Flexibility and online access**
 - Learn anytime, anywhere, through our secure learning portal.
- **Multimodal learning:**
 - Over 50+ videos and access to slides, transcripts, downloadable & writable workbooks, quizzes, & cheat sheets.
- **CPD-accredited**
 - Recognising your study with a certificate of Continuous Personal Development.
- **Live support**
 - Zoom-based group coaching sessions are integrated into the programme.
- **Learning community**
 - Group learning experience with access to a learning forum and chat room.

Managing with Impact Programme Modules

The main elements of the programme are shown in the graphic below. The content is based on over 25 years of training on the topic of management and leadership skills development.

Each module focuses on a core behavioural aspect of management, and will teach you the most effective approaches to overcome team performance issues.



Programme Pathway*

Week 1	Start	Programme welcome & orientation - A very short introduction and welcome to the programme pathway. Learn how to set yourself up for success.
Week 2	Know yourself	Introduction to personality type - Raise your self-awareness of your unique management personality type and how you can adapt your approach to engage meaningfully with others.
Week 3 & 4	Build your team	Unleash team excellence - Know the use the core principles of high performing teams to build trust, accountability collaboration and engagement.
Week 5 & 6	Set your goals	Setting and achieving SMART team targets - Set and agree SMART targets for yourself and your team and use these to direct team performance.
Week 7 & 8	Give feedback	Giving and receiving feedback - Giving and receiving feedback with preparation and confidence, to enhance your team's performance.
Week 9	Coach your team	The performance edge - powerful coaching conversations - Release your team's potential and motivation using a coaching and mentoring style that facilitates high quality, high impact team conversations.
Week 10	Reduce conflict	Conflict-free team work - Prevent and resolve destructive conflict in your team and enhance team collaboration and problem-solving.
Week 11	Reflect on your learnings	Maintaining wellbeing of self and team - Build sustainable team and workplace habits that prevent pressure from building up and promote co-operation.
Week 12	Close & CPD	Programme close and CPD awarded - We'll celebrate your achievements and you'll receive your CPD accreditation. Well done! What are your next steps in your learning?

- **Live Zoom Coaching sessions will be arranged at several points of the programme**

Live coaching sessions and group learning



Meet other students on the programme via live **Zoom Accelerator Group Coaching Sessions** delivered at planned points throughout the programme.

During these sessions, you will get a chance to **engage more deeply** with some of the core programme content. This will include exploring case-studies, group discussions opportunities to engage with the tutor on any specific questions you have. Sessions will be recorded so you can go back and review the content.

The **community** is a forum for discussing anything and everything related to managing a high performing team. Here you can share your ideas and questions and good practise tips and get input from the other participants on the programme in a supportive, interactive and respectful online community of learners.

Who is it for?



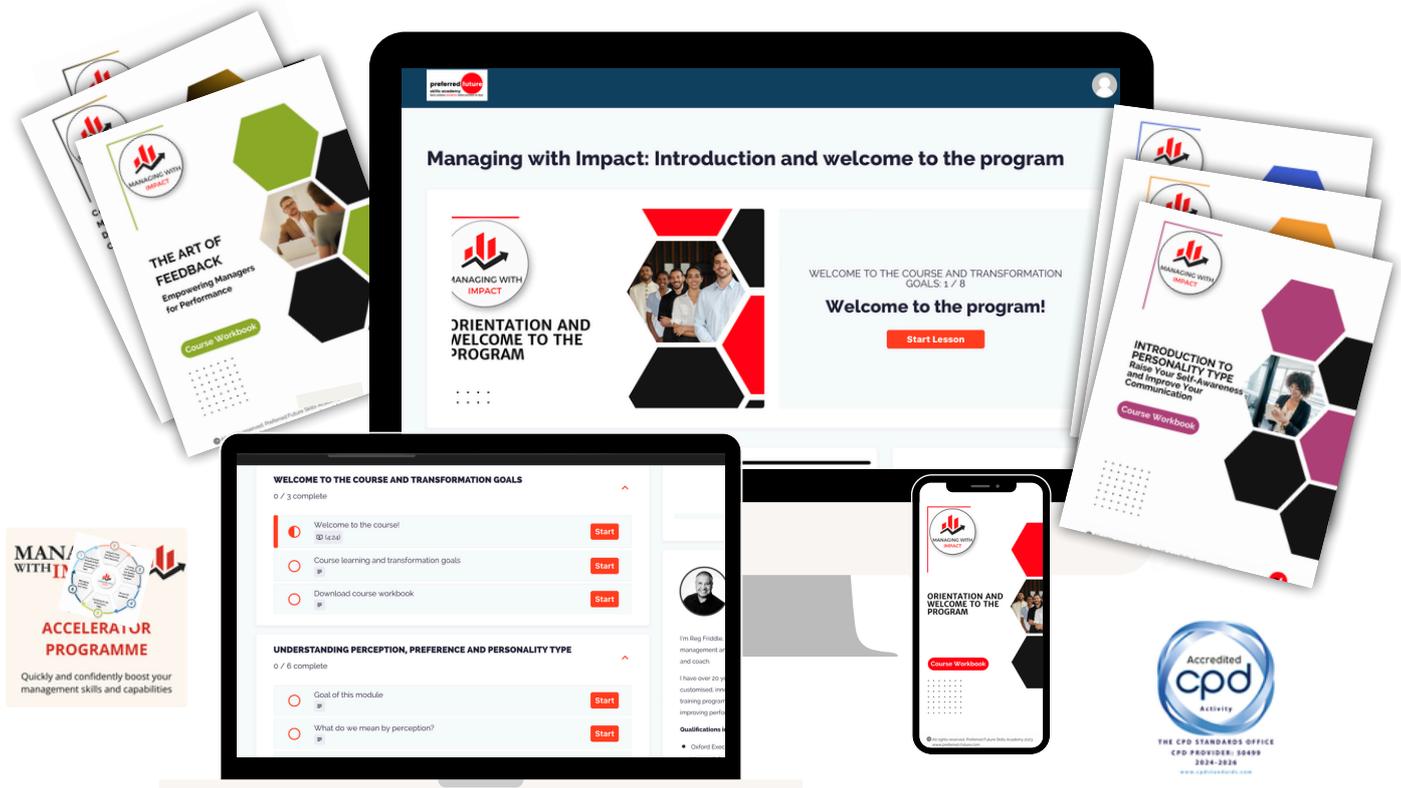
This course is aimed at anyone who would like to improve their management skills, but specifically:

- Ambitious staff **aspiring to be people managers**, who want to progress their career goals through a strong leadership foundation.
- **Middle level** managers and supervisors who are having some success in their management role and who would like to inspire and enthuse team members to engage more fully in their roles
- **Senior managers** who need to **refresh or sharpen** up their skills and role-model excellent line management practises to ensure consistent performance.

Learning methods and portal

When you join, all your managers will get access to the Managing with Impact Accelerator learning course library. This is a comprehensive portal which you will cover over the 12-week period. You will be guided on what will be covered each week.

You can pause your learning and come back to it. All resources are available 24/7.



Cost

Pricing is dependent on whether you want a closed programme for your employees or want to join an open programme.

[Contact us to discuss options.](#)

About your trainer and coach



Meeting your people management challenges is the focus of my Managing with Impact Accelerator Programme. I have honed this CPD-Accredited training programme through 25+ years of experience and expertise in the topics of management and leadership skills.

My approach is open, engaging and supportive. As a qualified coach, I bring a wide range of tools and methods that will help you achieve your potential and accelerate your performance and success.

I set up Preferred Future Skills Academy in 2013 in Kilkenny, Ireland. This was after spending many years in the world of management, learning and corporate training across public, private, and government sectors.

I design and run management and leadership skills development and coaching because I see the value of learning and how it transforms peoples' lives.

Myself and my team look forward to working with you and your managers this high impact skills development programme.

Reg Friddle

Head of Skills Development and Executive Coaching

Contact

Contact us today to find out how our Managing with Impact Accelerator Programme can transform you and your teams.

www.preferred-future.com | email: courses@preferred-future.com