

# ATLAS

## ORIENTATION FOR PEOPLE LEADERS



ATLAS (A Toolkit for Leadership Approaches and Skills) aims to orient first-time people managers to their roles, connect them to key service providers in BU, and build the foundational skills, competencies, and mindsets in leadership.

### PROGRAM FEATURES



- Assigned to all new people managers upon promotion or hire.
- Supports tactical execution of their roles.
- Covers foundational competencies a leader of people needs to be successful.
- Cultivates relationships with manager of managers for accountability, applied behavior, and measuring impact.

### PROGRAM OUTCOMES



- Define the role and responsibilities of people managers at Boston University.
- Develop relationships with key service providers that support administrative functions of managers.
- Practice core competencies of an inclusive leader, who creates a culture of communications, develops their people, and effectively aligns tasks and priorities.
- Practice and apply a self-reflective leadership development approach for continuous curiosity and growth.

This demographic  
represent around  
**80%**  
of the leadership bench

**60%**  
of new managers fail  
within their first two years

Cost for each employee  
to put off new leader  
training by 12 months:  
**\$8,552**



## COMPETENCIES AND TOPICS

### INCLUSIVE LEADERSHIP PRACTICES

Applied diversity and inclusion

### ALIGNING TASKS AND PRIORITIES

Effectively prioritizing and planning tasks

Delegating talent development

Motivating and empowering

### CULTURE OF COMMUNICATION

Purpose-driven listening

Speaking to be understood

Holding caring and courageous conversations

Running effective meetings

Building team communications processes

### DEVELOPING YOUR PEOPLE

Workforce development planning

Managing on-the-job performance

Co-creating effective goals



### SELF-ASSESSMENT



### GROUP DISCUSSIONS



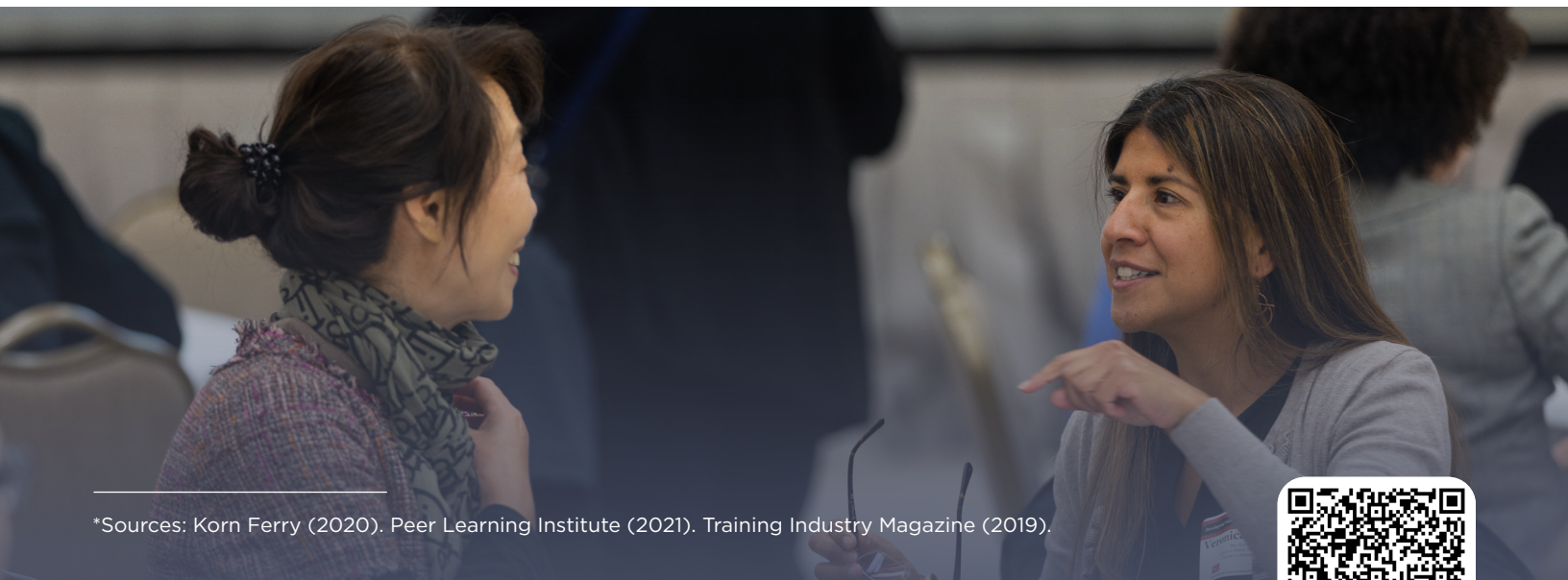
### PEER-TO-PEER LEARNING



### SKILLS-BUILDING PRACTICES



### CASE STUDIES



\*Sources: Korn Ferry (2020). Peer Learning Institute (2021). Training Industry Magazine (2019).

The list above does not represent the breadth and depth of content in this course. For more information, please visit [www.bu.edu/odl/what-we-offer/professional-development-for-managers-and-leaders/atlas](http://www.bu.edu/odl/what-we-offer/professional-development-for-managers-and-leaders/atlas).

