American Management Association's
Management Skills for New Managers

**Defining Your Role as a Manager**
- Identify Qualities Required for Effective Management
- Define Management
- Describe How Managers Provide Value
- Identify the Roles and Responsibilities Managers Perform
- Describe the Contextual Issues and Challenges Managers Face

**Continuous Performance Management**
- Define the Goal of Performance Management
- Describe a Process for Effective Performance Management
- Identify the Challenges to Performance Management
- Demonstrate the Skills of Performance Management

**Understanding and Appreciating Situational Leadership® II**
“*The Art of Influencing Others*”
- Definition of Leadership as an Art of Influencing Others
- Examining the Three Skills of a Situational Leader
- Applying the Three Skills

**Coaching for Performance**
- Define Coaching
- Identify the Importance of Coaching
- Identify the Requirements for Effective Coaching
- Identify the Micro-skills of Effective Coaching
- Use a Process for Coaching Behavioral Challenges
- Use the AMA GUIDE to Plan and Manage a Coaching Discussion
- Identify the Difference Between Coaching and Discipline

**Building a Motivational Climate**
- Identify the Manager’s Role in Employee Motivation
- Define Motivation
- Identify the Importance of a Motivational Climate
- Recognize Important Elements of the Motivational Process
- Identify Managerial Practices for Building a Motivational Climate
Delegating for Growth and Development

- Identify the Types of Delegation That Managers Can Engage In
- Identify the Importance of, and the Barriers to, Effective Delegation
- Assess Your Current Delegation Practices
- Identify What Can—and Can’t—Be Delegated
- Describe the Phases of Effective Delegation
- Use a Process for Conducting a Delegation Discussion