



Stop Firefighting. Start Leading.

Turn capable managers into confident, commercially aware leaders in 6 months.

Problem

Most SME managers were never trained to lead. They were promoted because they were good at their job and not because they were ready to manage people, performance or decisions.

The Result

- Problems get escalated instead of solved
- Managers avoid difficult conversations
- Teams become dependent
- Senior leaders stay stuck in the day-to-day

This is not a people problem. It's a leadership gap.

Solution

The Manager Accelerator Programme (MAP)

A 6-month programme designed to build leadership capability where it matters most – in the middle of your business.

Not theory. Not a one-off workshop. Real behaviour change, applied to real work.



Road MAP

Leading Self

How I show up

- Self-awareness (Insights Discovery)
- Communication & presence
- Emotional regulation
- Leadership mindset

Leading Others

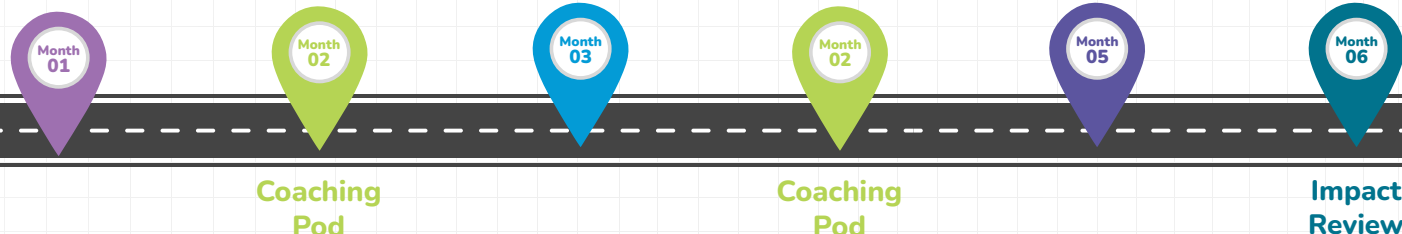
How I lead my team

- Team dynamics & engagement
- Performance & feedback
- Coaching & delegation
- Ownership & accountability

Leading the Business

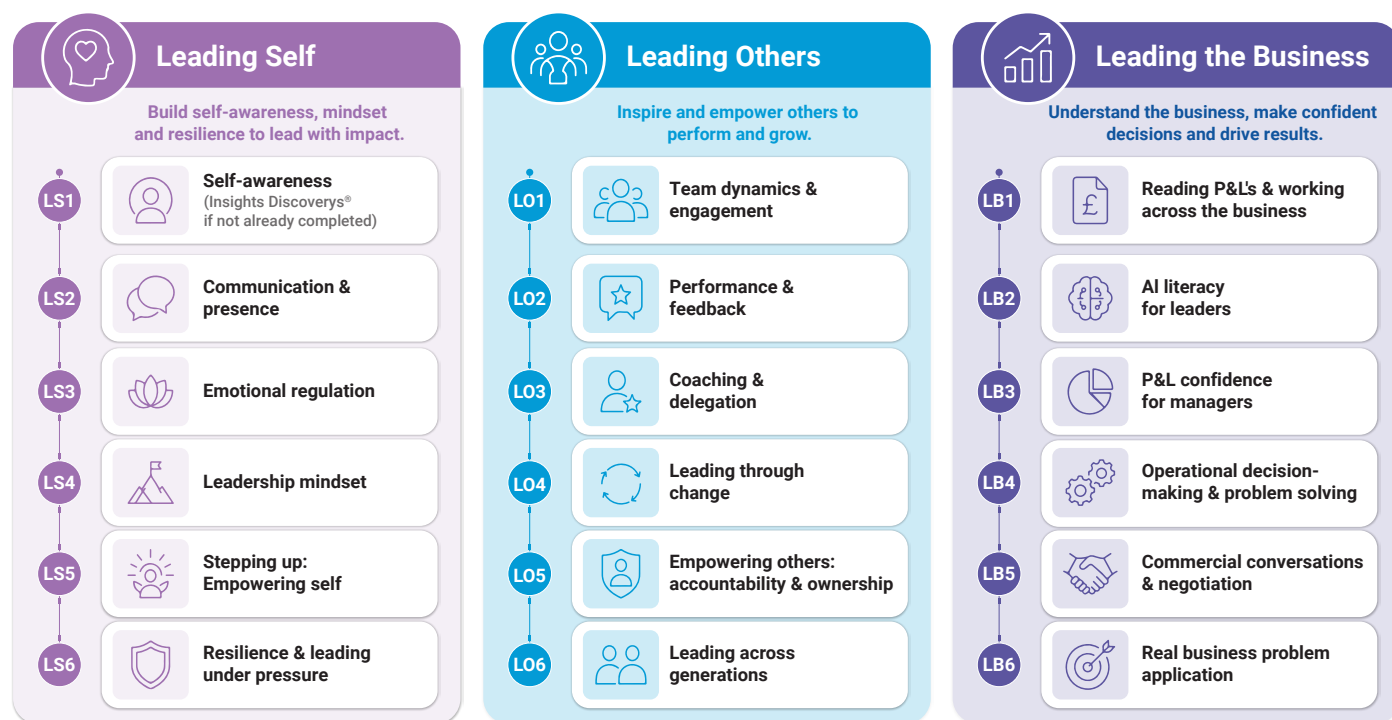
How I contribute to business performance

- Commercial awareness
- Decision-making & margin thinking
- Stakeholder influence
- Cross-functional leadership



Pick & Mix Modules

Choose 4 from each column to equate to 2 days of learning on each section:



Six 1 day sessions, in person, classroom based. Three phases across the six months:

- Month 1 Leading Self, Day 1
- Month 2 Leading Self Day 2
- Month 3 Leading Others, Day 1
- Month 4 Leading Others, Day 2
- Month 5 Leading the Business, (see pick and mix options) Day 1
- Month 6 Leading the Business, Day 2

Two **Coaching Pods** small online group sessions, 90 minutes, 3–6 delegates in months 2 & 4 – spaced away from workshop by 2 weeks minimum.

One **Impact Review** at the end: delegate, Line Manager and Zestfor, supporting lasting measurable change to the business.

Key differentiator

Each participant works on a real business challenge throughout the programme, applying what they learn as they go. This is what drives measurable impact.

Outcomes

- Fewer issues escalated upward
- Managers who take ownership
- More consistent team performance
- Better commercial decisions

Less pressure on you. More capability in your business.



**Explore what this
could look like in
your business**

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2026 cohorts now forming