



EPIGNOSIS



TalentLibrary™ | Learning Solution Guide

New Manager

TalentLibrary™

TalentLibrary™ is a growing collection of over 1,000 expert-designed courses focused on essential workplace skills and practical learning for today's teams.

TalentLibrary's **New Manager Learning Solution Guide** helps organizations set new managers up for success—so they can lead with clarity, communicate well, and keep teams engaged.



Learning Solution Guide | New Manager

A curated set of short, practical courses that help new managers navigate the increased demands of their new role. Build skills, improve engagement, and create inclusive, people-first workplaces that are ready for today's challenges.

Overview

The **New Manager Learning Solution** includes practical courses that support first-time managers **from day one through their first months in role**.

Designed for new managers and the teams that support them, these courses build confidence in setting direction, communicating with care, and building trust.

They also help managers **keep teams engaged** while handling everyday people moments with more clarity and less stress.

The goal is to **help new managers lead effectively and humanely during the transition into their new role**.

Business Challenges

- Managers Shape Engagement**
 Managers **influence 70%** of team engagement, so gaps in management quickly affect performance.¹
- Manager Strain Is Growing**
Manager engagement fell from 30% to 27%, even as individual contributor engagement stayed flat.¹
- Training Gaps in the First Role**
 Many managers report **limited training**, and many first-time managers start the role without support.¹
- Time Pressure Limits People Leadership**
 67% report rising workload, and 47% say they **lack time for the human side** of the role.²

Solution Summary

Designed to support the **real challenges of stepping into a first management role**, this guide offers practical, skills-focused training drawn from the **New Manager** collection and related leadership and performance collections.

Role Transition & Confidence: clarify expectations, set the tone, and lead with consistency.

Trust & Relationships: build credibility, set healthy boundaries, and communicate with care.

Performance Clarity: set standards, create role clarity, and keep work aligned through check-ins.

Coaching & Engagement: support growth through development planning, motivation, and recognition.

People Processes: navigate onboarding, performance check-ins, and exits with structure and fairness.

Why It Works

Quick to roll out and easy to adapt: Built for busy new managers with ready-to-use learning that fits into packed schedules.

Practical, real-world focus: Scenario-based lessons help managers apply skills right away in day-to-day people moments.

Supports the full transition: Covers core needs from setting the tone and building trust to coaching, performance conversations, and HR processes.

Built for modern teams: Works for hybrid, remote, and global teams with flexible, anytime access.

Learning Paths | New Manager

Discover structured learning paths that help new managers navigate their first months in role with more clarity and confidence. Each path builds practical leadership skills step-by-step, from setting expectations and building trust to managing performance and keeping teams engaged.

Your First Months in Role

This **2-hour** Learning Path helps **new or first-time managers** navigate their first months in role by **building confidence** in the role transition, **strengthening relationships** and boundaries, and **supporting structured onboarding** and early-stage performance.

Stepping Into the Role

Understand the key shifts in expectations, culture, and responsibilities

Building Key Relationships

Set expectations and build strong working relationships

Supporting New Team Members

Structure onboarding and early support for new members of your team

Growing into Your Leadership Role

This **2-hour** Learning Path helps new managers **build core leadership habits** by strengthening self-management, building trust and inclusion, and improving decision-making, accountability, delegation, and conflict skills.

Start with Self-Management

Develop self-awareness and resilience to support your leadership approach

Lead Through Your Behavior

Strengthen the way you influence and support your team

Take Action & Follow Through

Approach responsibilities with clarity and ownership

Leading Team Performance & Engagement

This **2-hour** Learning Path helps new managers **set clear expectations**, run effective 1:1s, **deliver feedback** with confidence, and **support performance** through motivation, recognition, engagement, and development planning.

Performance Foundations

Establish measurable expectations and clarify ownership before managing performance

Performance Conversations

Use One-to-One meetings to monitor progress, remove obstacles, and reinforce accountability

Performance Reinforcement

Address performance concerns early and reinforce standards through effective dialogue

Frequently asked questions

Why not just buy the New Manager courses instead of the full library?

New managers need support beyond “manager skills.” The full library helps both managers and teams across communication, engagement, and wellbeing—without patching together multiple vendors.

Does TalentLibrary offer content for both foundational and advanced skills?

TalentLibrary is **perfect for building core skills and it's designed to be adaptable**. You can start with the foundational content and easily combine it with advanced material as your team progresses. Plus, new advanced modules are constantly being added to keep up with industry trends and emerging needs.

What size of companies can benefit from TalentLibrary?

TalentLibrary is **designed to support teams of any size**. Whether you're a growing company promoting first-time managers or a large business scaling consistent leadership practices, the New Manager content is flexible, ready to use, and easy to combine with your internal training.

How does TalentLibrary fit with existing training programs for New Managers?

TalentLibrary **complements and enhances your existing training programs**. It saves time by reducing the need to build content from scratch and gives new managers consistent, high-quality learning that supports clear expectations, team culture, and engagement.

How does TalentLibrary stay relevant as our needs evolve?

TalentLibrary evolves with your team and organization. We **regularly update the library with new content at no extra cost**, so you can be confident that the training materials remain relevant and aligned with your changing priorities.



Additional Resources

Webinars:

[Meet TalentLibrary in the New TalentLMS interface](#)

Link to Proposed Learning Path:

[Learning Path: New Manager](#)

Links to Collections:

[New Manager](#)

[Leadership Training Essentials](#)

[Practicing Leadership](#)

[KPIs & OKRs](#)

Testimonials:

[TechStyleOS](#), [WiderCircle](#), [Deliveroo](#), [Cash Converters](#)

Brochure:

[TalentLibrary Courses Catalog](#)

