

# Manager training: Building capability

Over 80% of line managers are considered ‘accidental managers’ who entered their role without any specific training. Managers are often concerned about the responsibility of supporting their people’s wellbeing, and end up doubting themselves so instead say nothing at all. These targeted suggestions can help you address skills gaps.

## **Aim: provide regular training to improve management skills**

External training or in-house sessions with advice tailored to your workplace.

- ✓ Can be delivered by your HR team or as a structured training course (e.g. ACAS).
- ✓ Focus on specific skills for development, including the role and expectations of a manager.
- ✓ Consider a mentoring scheme with other experienced managers..

## **Aim: build confidence to have mental health chats**

Mental Health First Aid for Managers is a great starting point.

- ✓ Learn to spot the signs of poor mental health.
- ✓ Increase confidence in taking action to support.
- ✓ Learn how to signpost to further help and advice.

## **Aim: create a culture of wellbeing in your leadership team**

Health leadership training to improve culture from the top.

- ✓ Develop healthy, high energy teams.
- ✓ Provide consistent support for all employees.
- ✓ Become a self-care role model as a leader or line manager.



## **Resources**

[MHFA for Managers](#)

[Health Leadership Training](#)

[Alison: Introduction to Line Management](#)

[CMI: Coaching and Mentoring](#)

[Aspire leadership: Line Management Training](#)

[Virtual college: Leadership and Management Training](#)