



10 Signs Your Managers Need Leadership Training

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Leadership training for managers | Manager training | Management development | Corporate leadership training

Managers have one of the greatest day-to-day influences on the employee experience. They translate organizational goals into action, set expectations, solve problems, give feedback, manage conflict, and shape how employees feel about coming to work. Yet many managers are promoted because they were excellent individual contributors - not because anyone taught them how to lead people. When managers are expected to figure leadership out on their own, the organization often pays the price through missed deadlines, poor communication, turnover, conflict, and inconsistent performance.

Training Managers Before Problems Become Turnover

Leadership training for managers should not be reserved for people who are already failing. Strong manager training can help newly promoted supervisors build a foundation, experienced managers correct ineffective habits, and high-potential employees prepare for their next role. The earlier an organization develops its managers, the easier it is to create consistent leadership expectations across teams.

If several of the signs below sound familiar, it may be time to invest in a structured management development or corporate leadership training program.

1. Employees Are Leaving Otherwise Good Jobs

When talented employees repeatedly leave teams, leadership should be part of the conversation. Compensation and opportunity matter, but employees also respond to how they are communicated with, supported, recognized, developed, and managed. Leadership training can help managers understand the connection between their daily behaviors and employee retention.

2. Managers Avoid Difficult Conversations

A manager who postpones conversations about performance, behavior, attendance, conflict, or missed expectations may unintentionally allow small problems to become larger ones. Manager training can give leaders a structure for preparing for difficult conversations, staying focused on facts, communicating expectations, and following up appropriately.

3. Deadlines Are Frequently Missed

Repeated missed deadlines can point to unclear expectations, weak delegation, poor prioritization, or inconsistent accountability. Leadership development helps managers learn how to establish ownership, clarify priorities, monitor progress without micromanaging, and intervene before a deadline becomes a crisis.

4. Managers Are Doing the Work Instead of Leading the Work

New managers often continue operating like individual contributors because doing the work feels familiar. They may take tasks back from employees, solve every problem themselves, or become overwhelmed because they have not learned to delegate. Management development helps managers shift from being the person who does everything to the person who develops others and creates results through a team.

5. Communication Changes Depending on the Manager

Employees should not receive completely different expectations depending on which manager they ask. Inconsistent communication creates confusion, frustration, and avoidable mistakes. Corporate leadership training can establish common expectations around communication, feedback, accountability, meetings, decision-making, and employee support.

6. Conflict Is Being Ignored or Escalated

Some managers avoid conflict entirely; others respond too quickly or emotionally. Neither approach creates healthy teams. Leadership training can teach managers how to identify the real issue, listen to different perspectives, manage their own reactions, facilitate productive conversations, and address problems before relationships deteriorate.

7. Managers Struggle to Give Useful Feedback

Employees need more than an annual review to understand how they are doing. Managers should know how to recognize strong performance, coach improvement, provide specific feedback, and create clear next steps. Effective manager training turns feedback into an ongoing leadership skill rather than a once-a-year requirement.

8. Morale and Engagement Are Declining

Low morale can have many causes, but managers play an important role in the solution. Employees want clarity, respect, communication, recognition, fairness, and confidence in the people leading them. Leadership development can help managers become more self-aware and intentional about the environment they create for their teams.

9. Newly Promoted Managers Are Struggling With Former Peers

Moving from coworker to manager can be one of the most difficult leadership transitions. New managers may struggle to establish boundaries, hold former peers accountable, make unpopular decisions, or avoid appearing controlling. Targeted new-manager training can help them redefine relationships while maintaining trust and professionalism.

10. Senior Leaders Are Constantly Stepping In to Fix Management Problems

If executives, owners, or HR repeatedly have to resolve issues that managers should be equipped to handle, the organization may have a development gap. Leadership training can strengthen managers' confidence, judgment, communication, problem-solving, and decision-making so senior leaders can focus on higher-level priorities.

What Should Manager Leadership Training Include?

A practical manager training program should address the situations managers face every day. Core topics can include **communication, delegation, accountability, emotional intelligence, conflict resolution, difficult conversations, performance feedback, time and priority management, team dynamics, employee engagement, professional boundaries, strategic thinking, leading former peers, workplace change, and developing employees for career advancement.**

The strongest programs do more than present information. Managers need opportunities to discuss real situations, practice conversations, work through scenarios, create action plans, receive coaching, and apply new skills between sessions. Management development becomes valuable when managers can use what they learned the very next day.

One Manager or an Entire Management Team?

Organizations do not need to wait until every manager needs the same support. Leadership development can be customized for **one newly promoted manager, a department leadership team, emerging leaders, experienced managers, or an organization-wide management cohort.** A blended approach may combine one-on-one coaching with group training so individual challenges can be addressed privately while the organization builds consistent leadership practices across teams.

How Still Standing in Heels Supports Managers

At **Still Standing in Heels Consulting**, our leadership training for managers is customized around the people, challenges, and goals of each organization. We support new and first-time managers, department leaders, senior leaders, emerging leaders, business owners, nonprofit leaders, and organizations building a stronger leadership pipeline.

Our **manager training, management development, and corporate leadership training** can be delivered through one-on-one coaching, customized half-day classes, leadership workshops, retreats, team development sessions, and remote online learning. We begin by understanding where managers are struggling, what the organization expects from its leaders, and what successful improvement should look like.

From there, we build practical development around the situations managers are actually facing. The goal is not simply to teach leadership terminology. It is to help managers communicate better, lead with confidence, meet expectations, develop their people, strengthen workplace relationships, and become prepared for greater responsibility throughout their careers.

**Do not wait until a good employee becomes a struggling manager.
Give your managers the tools to lead before they are expected to figure it
out alone.**

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