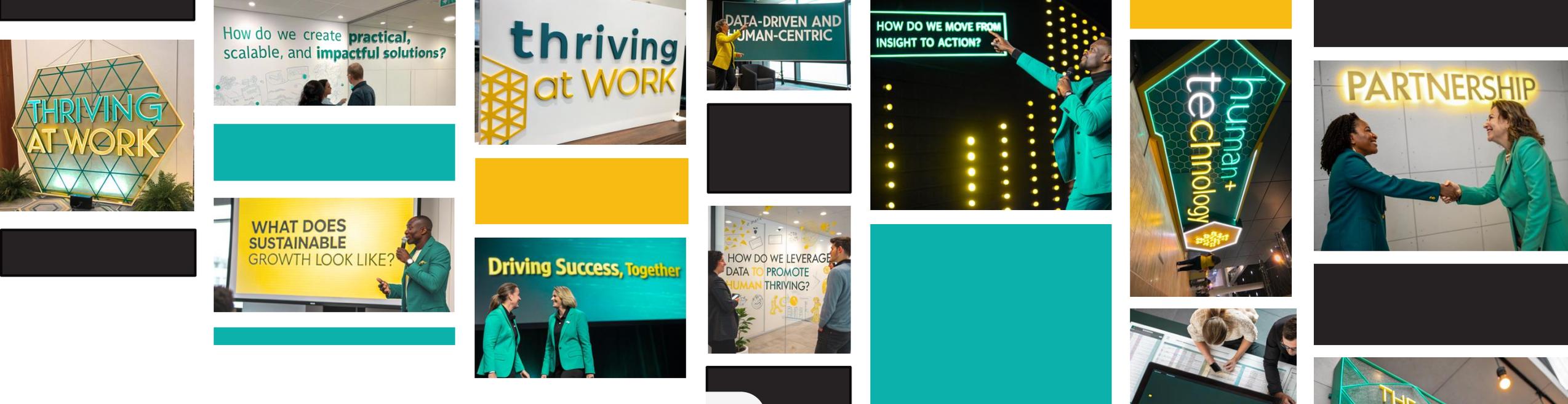




# THE LAB

**First-Line Manager Development**

**Powered by CHC Consulting**



## WHAT IS THE LAB

**The Lab** is CHC Consulting's **hands-on, high-impact development experience** for first-line leaders. Built for **supervisors, team leads, and emerging managers,**

**The Lab** equips participants to move from **task-focused doers to confident, people-first leaders** without the fluff.



THE LAB

# WHY IS IT CALLED A LAB?

In The Lab, managers don't just sit and listen.

They **test, reflect, and adapt.**

This is an **environment** of

- 💡 practical experimentation,
- 💡 where new behaviours are trialled,
- 💡 real challenges are workshopped, and
- 💡 leadership growth is made visible.



“

Because leadership  
isn't learned in theory.  
It's learned in **motion.**

”

## WHAT MAKES IT LAB-LIKE:

### Experimentation over perfection

- Try new habits and leadership moves in a safe space

### Live feedback loops

- Reflect, adapt, and try again in weekly cycles

### Field assignments

- Apply tools in real work, bring insights back to the group

### Peer coaching

- Build confidence through shared leadership learning

### The Helix Model in action

- Leaders use Clarity, Agility, and Execution to lead in rhythm

“

No slideshows. No passive lectures. Just **real leadership**, in **real time**, with **real results**.

”

# THE CORE MODULES



## From Colleague to Leader

Shifting identity, boundaries, and mindsets in the transition to leadership



## The Manager's Toolkit

Practical tools for planning, meetings, time, and feedback



## Managing Performance & Accountability

Dealing with underperformance, setting expectations, and following through



## Building Trust and Team Culture

Creating psychological safety, energy, and cohesion



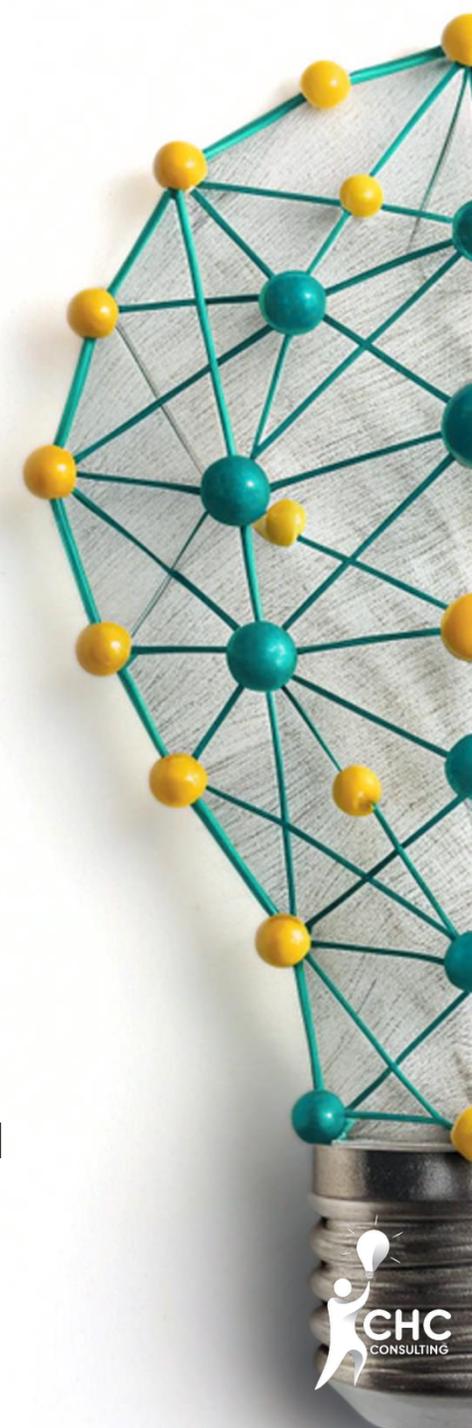
## Difficult Conversations & Real Leadership Moments

Navigating tension, coaching in the moment, and leading



## Lead in Rhythm: The Helix Model

Applying Clarity, Agility, and Execution to everyday team leadership



# HOW IT WORKS



100% **live or blended** learning  
(in-person or virtual)

**6 x 2-hour sessions** weekly,  
or a **2-3 day intensive**

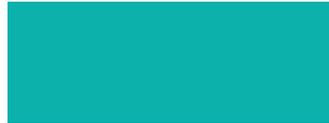
Includes **workbook, tools,**  
and **personal action planner**

Designed for cohorts of  
**8-20 participants**

Optional **feedback and  
psychometric insights** available

# WHAT YOU CAN EXPECT

- 1 Greater **confidence and capability** at the frontline
- 2 Less drama, more **ownership and accountability**
- 3 Leaders who know **how to lead**, not just manage tasks
- 4 Teams with **higher trust**, clarity, and morale





**Ready to grow your  
First-Line Managers?  
Let's Talk**

**Call: +274438680  
[www.chcap.co.za](http://www.chcap.co.za)**

**[Click here to book a  
discussion](#)**