



COURSE OF STUDY:

Navigating from Tech Manager to People Manager

PROGRAM CONTENT

Training will incorporate foundational management concepts and leadership effectiveness strategies from the following courses developed by Horizon Point Consulting, Inc. (HPC) as well as current research and best practices from industry leaders:

- **The Complexity of People Management:** This training helps individuals new to managing people understand the basics of people management, related HR practices, and impact on business productivity to equip them as effective managers within their organizations.
- **Basics of Leadership:** This session covers the basics of leadership including situational leadership, empowerment, delegation, motivation, character and practicing personal leadership to set a strong example.
- **Communicating Through Conflict:** This training is designed to help individuals and teams become more effective conflict managers by understanding the types and causes of conflict, how different personalities react to conflict, and how to implement conflict management practices that are appropriate and effective.
- **Performance Management & Graceful Accountability:** This training helps organizational leaders establish a performance driven culture through accountability, motivation, and coaching, and by fostering an environment of internal and external customer service, communication, and appreciation.
- **How to Be (I'm)Perfect:** This training helps leaders examine their operating values that drive their behaviors (using elements of Michael Schur's *How to Be Perfect*) and learn the difference between Armored Leadership and Daring Leadership (from Brene Brown's *Dare to Lead*), which equips people to be both armored and daring; to be both vulnerable and courageous.

Each half-day session will also include a Tech-to-Exec Leadership in Action, where a local executive who started out in a technology/engineering role speaks to the group about lessons learned, failures and success on their Tech-to-Exec journey.

– The training will include an assessment designed to build self-awareness and connect the learning content to personalized reflection and practical application.

PROGRAM OUTLINE

The program will include six (6) half-day sessions occurring monthly, starting in January 2026. Each program day will build upon the learning from the previous program day, facilitated by on-the-job leadership development application between days. All sessions will take place at HudsonAlpha Institute for Biotechnology in CRP.

Successful program completion requires attendance and active participation at **all** sessions. Completers will receive a Certificate of Completion from HPC presented at the June program day.



ELIGIBILITY

This program was first available to small businesses in Cummings Research Park (CRP). It is now available to the Huntsville/Madison County Chamber members with less than 100 employees in STEM-focused industries.

Space is limited due to class size. The applications will be accepted as they are received as long as they meet the above criteria.

COST

This new program will cost \$900 per person and includes all labor, materials, assessments, and food and beverage for each half-day session. An invoice will be generated upon application and must be paid via credit card or check within 30 days.

2026 CLASS DATES - WEDNESDAYS

January 21	April 15
February 18	May 13*
March 11*	June 17

– All classes will be held on the third Wednesday of each month.
An asterisk (*) indicates classes that have been rescheduled to the second Wednesday due to school calendar conflicts.

SAMPLE PROGRAM DAY AGENDA

8:00 a.m. Connect & Warm Up
8:30 a.m. Learning with Practice
9:30 a.m. Break
9:45 a.m. Leadership in Action Moment
10:05 a.m. Debrief
10:15 a.m. Learning with Practice
11:15 a.m. Break
11:25 a.m. Action Planning
12:00 p.m. Send Off

ABOUT HORIZON POINT CONSULTING, INC.

We are Workplace Innovators. We are a WOSB that helps organizations and communities build workplaces and a workforce of and for the future. We can help you hire, grow, and lead. Read stories from the team about our work, research, and growth moments on *The Point Blog*. Learn more about our work, including case studies with real clients:

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