



TARGET GROWTH AREAS:

- Self-Knowledge & Self-Management
- Relationship Improvement Tools
- Accountability and Assertiveness
- Flexible-Leadership
- Leadership Communication Tools

WHAT CLIENTS SAY:

When asked: What ideas or practices will you take back and use in your department, some of the many participant comments were:

- Effective leadership techniques.
- Step-by-step outline for productive confrontations.
- Self-assessment and feedback tools.
- Formats on how to give feedback.
- How to better myself in developing as a leader.
- Excellent reference materials.
- Importance of communication, accountability, trust and confidence
- Tools to become an effective listener.
- The importance of taking appropriate time with employees and expressing interest in and appreciation for what they do.

SHAPING FUTURE LEADERS

Employees quit their boss before they quit their company. This is often due to managers never being developed or acquiring the skills necessary to lead teams and individuals. Shaping Future Leaders is a two-day program with progress measurement and accountability check-ins in throughout. The content focus for this course centers around the vital tools for leading people, building individual morale and fostering high performing teams---long before it's too late. Career timing for this course is instrumental.

TARGET AUDIENCE AND GROUP SIZE

This program targets up and coming leaders or new managers and supervisors, (6 months to 2 years). Group size ranges from 15-20 people.

PARTICIPANT BENEFITS

Walk away better able to:

- Develop core leadership fundamentals that build strong teams
- Understand tangible "how tos" for demonstrating professionalism and accountability
- Apply behaviors that quickly build rapport with colleagues and clients
- Set a positive tone with staff members by establishing mutual and realistic expectations
- Identify different approaches that help negative conflict become productive confrontations

ACCOUNTABILITY & MEASUREMENT

Check-points to elicit positive change include a pre-assessment for all participants, assignments between Days 1 and 2 to reinforce accountability and inspire continued progress after the training. These reinforcing approaches help boost sustainability and daily practice by more of your people.

PROGRAM SCHEDULE

Shaping Future Leaders is a two-day course, running from 8am until 4pm, with up to 4 weeks between session days for application and practice time, and to help implement and build sustainable leadership habits.

Day 1: Leading Through Versatility: Self awareness, accountability and adaptability

Day 2: Results-Based Behaviors: Building trust, recognizing and motivating performance

HIGH INTERACTION

Adults expedite growth by being involved, applying skills and learning from both the consultants, but their peers as well. This course is highly interactive, provides practical approaches for every day use and it invites noticeable improvements in the development of recently hired and up and coming leaders.

PROGRAM INVESTMENT

\$17,000 plus necessary travel expenses and accommodations to secure training location(s). Program includes workbooks for all participants.