



TARGET GROWTH AREAS

- Team Leadership
- Tools To Motivate Performance
- Emotional Intelligence
- Coaching Skills
- Performance Feedback
- Accountability and Assertiveness
- Continuous Leadership Development

"One of the top reasons why employee retention suffers is not due to a lack of money, but to a lack of recognition, inclusion and appreciation."

-Joe Takash

WHAT CLIENTS SAY

When asked: "What ideas or practices will you take back and use on your job?"

Some of the participant comments were:

- The importance of my communication and attitude with others.
- How to provide more feedback.
- Measure my own performance.
- Effective listening and recognition skills.
- Motivational techniques.
- Keeping others accountable.
- Tools for encouragement/compassion.
- How to show appreciation and support.
- To think about and communicate vision.
- Great workbook - easy to follow.
- Match intent with behavior.
- Patience, communication and several helpful suggestions and approaches.

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LEADING BY ENCOURAGEMENT

Effective leaders realize that to be successful in today's working world, they must practice creating an environment which fosters results-based feedback and positive morale. Leading By Encouragement, (LBE), is a two-day program focusing on the strategies for motivating performance through feedback and building confidence in others. Attendees will be provided tangible tools for motivating performance through recognition and empowerment with better outcomes than fear or intimidation.

TARGET AUDIENCE AND GROUP SIZE

Mid to senior level managers who must interface and lead people in order to get things done. Group size can range from 15 to 20 participants.

PARTICIPANT BENEFITS

Walk away better able to:

- ✓ Build a healthier team through transparent communication
- ✓ Productively and tactfully confront challenging people and situations
- ✓ Build morale through recognition and creativity
- ✓ Model the behaviors which set a positive leadership example
- ✓ Utilize a proven coaching process that helps others grow/improve
- ✓ Foster loyalty through approachability and openness

ACCOUNTABILITY & MEASUREMENT

Check-points to elicit positive change include group presentations, self-assessments and 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

LBE is a two-day course, running from 8 am until 4 pm, with up to 4 weeks between Days 1 and 2. This intentional spread allows time for application and helps build sustainable leadership habits.

Day 1: Developing Others: Coaching and counseling for peak performance

Day 2: Sharing Your Knowledge: Building results through empowerment and emotional intelligence

HIGH INTERACTION

Adults expedite growth by being involved, applying skills and learning from both the consultant, as well as their peers. Leading By Encouragement is highly interactive, provides practical approaches for every day use and lends itself to noticeable improvements in managers' and leaders' performance.

PROGRAM INVESTMENT

\$17,000 plus necessary travel expenses and accommodations to secure training location(s).

Program includes workbooks for all participants.



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.



TARGET GROWTH AREAS:

- Interpersonal skills
- Shared understanding & teamwork
- Relationship improvement tools
- Listening skill improvement practices
- Interdepartmental communication
- Greater cooperation/team trust

WHAT CLIENTS SAY:

When asked: "Would you recommend this workshop to others?" Out of the last 10 workshops we conducted, 100% of attendees said "YES".

When asked: to Who or why would you recommend this training program
Participant comments included:

- All of our company!
- Good for every organization.
- Gives some very realistic and life situations for communication.
- Everyone has room for improvement.
- To all Supervisors.
- Coworkers, so they can be better listeners.
- Others in my group and my boss.
- Colleagues I work closely with.
- Coworkers – we all can use some help in communicating with others.
- Working level leaders in the company.

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WIN-WIN COMMUNICATION SKILLS TRAINING

This is a two-day program with progress measurement and accountability check-ins in throughout. The content focus for this course is great communication as it is the bedrock of business relationships, teamwork and healthy company cultures. Participants walk away with higher confidence, more versatility and a behavioral tool box for stronger interactions with others.

TARGET AUDIENCE AND GROUP SIZE

This program targets all staff including managers, supervisors, and employees seeking to improve their ability to communicate with and adapt to others more effectively. Group size ranges from 15 to 20 people. This course has been successful within specific teams, departments and company-wide training.

PARTICIPANT BENEFITS

Walk away better able to:

- Invite better responses and streamline results with intelligent, open-ended questions
- Build trust and understanding through candid, two-way communication
- Listen with understanding and focus
- Apply interpersonal tools to enhance departmental or organizational teamwork
- Communicate with greater confidence, clarity and consistency
- Rebuild relationships through acknowledgement, appreciation and admission of fault

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

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

Day 1: Communication Renovation: Building awareness, confidence and trust

Day 2: Winning With People: Building breakthrough relationships with candor and consistency

HIGH INTERACTION

Adults expedite growth by being involved, applying skills and learning from both the consultants, but their peers as well. Win-Win Communication Skills is highly interactive, provides practical approaches for every day use and lends itself to noticeable improvements in workplace communication and teamwork.

PROGRAM INVESTMENT

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



TARGET GROWTH AREAS

- Organizational Representation
- Accurate Self-Perception
- Public Speaking Behaviors
- Client Attractiveness
- Leadership in a Public Forum

"The biggest heckler in any audience is the one right inside the speaker."

-Joe Takash

"This entire program was fantastic and outstanding resources were provided to us, allowing us to successfully present in many important forums. Victory Consulting was the best."

Tommy Fraser
Orange County, CA

"This program was excellent and kept my attention and interest throughout. The only thing I'd like to see was that it was longer because there's so much valuable information."

Chrissy Smith
Atlanta, GA

"The use of video was highly effective, the feedback was constructive and insightful and I now realize how important presenting is in all facets of my career. All areas of this program were an A+++."

Scott Tompkins
Somerset, NJ

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PRESENTING WITH CONFIDENCE AND INFLUENCE

Presenting with Confidence and Influence, (PCI), is an intensive, three-day video-coaching program to help individuals communicate with more confidence, clarity, and persuasion before internal and external clients.

TARGET AUDIENCE AND GROUP SIZE

Mid-level employees, sales professionals and managers who speak before colleagues and clients. Class size is limited to between 8-10 participants so each participant is able to apply practices, receive individual and group feedback and build sustainable skills.

PARTICIPANT BENEFITS

Walk away better able to:

- Apply presentation fundamentals that connect with audiences
- Understand the how-tos for developing the right content, the right way
- Confirm you are presenting authentically and confidently every time
- Identify how to gain buy-in through a benefits-focused approach
- Become a versatile presenter by dealing with both challenging questions and individuals
- Utilize AV as support only and NOT as a replacement for connecting with your audience

ACCOUNTABILITY & MEASUREMENT

Check-points to elicit positive change include a pre-program assignment for all participants, assignments between Days 2 and 3 to reinforce accountability and inspire continued progress after the training. These approaches help boost sustainability and daily practice by more of your participants.

PROGRAM SCHEDULE

PCI is a three-day course, with Days 1 and 2 running back to back, (Day 1: 8am-6 pm, Day 2: 8am-2 pm). There are up to 4 weeks allotted before Day 3, (8am-4pm), as this intentional spread of time creates accountability and allows for application of lessons learned. This approach has proven to help build long-term presentation habits in PCI participants.

Day 1: Video Feedback From Peers and Instructors: Participants deliver preprogram assignments and situational presentations, learn how to build comfort and manage anxiety.

Day 2: Building Presentation Awareness and Skills: Developing content that always speaks to the benefits of the audience, discover tips for utilizing AV and presentation support.

Assignments on relevant presentation implementation provided between Days 2 and 3.

Day 3: Applying Long-Term Presentation Habits: Establishing unconscious behaviors and approaches that build both confidence and effectiveness in adapting to any group, large or small.

HIGH INTERACTION

Adults expedite growth by being involved, applying skills and learning from both the consultant, as well as their peers. This course is highly interactive, provides practical approaches for every day use and it invites noticeable improvements in the development of both new and experienced presenters.

PROGRAM INVESTMENT

\$25,000 plus necessary travel expenses and accommodations to secure training location(s).

Program includes workbooks for all participants.



TARGET GROWTH AREAS

- Requirements For Training Success
- Adult Learning Sequence
- Improving Participant Retention
- Creating A Positive Environment
- Influencing Sustainable Change
- Promoting Learning Organizations

“Great trainers know that they are not the star of the show, the audience is. They must passionately get the audience involved, focus on each participant’s development and allow them to co-create solutions. Training begins with an others-centered attitude.”

-Joe Takash

WHAT CLIENTS SAY

“I will now train our office staff more effectively and with a higher confidence level. I can honestly say I gained more from this course than any I’ve ever taken.”

Julie Henderson
Dallas, TX

“I learned some great ways to include audience members and increase the level of participation. This will be very helpful for future training seminars.”

Derek Brown
Falls Church, VA

“This program was excellent. The skills I received will be invaluable in future training as well as day to day interaction on my project.”

Stephen P. Ruane
Columbus, OH

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TRAIN THE TRAINER

Train the Trainer is a two-day program designed to help each participant become a more effective instructor by imparting knowledge and building retainable skills through involvement---not through long, painful lectures. Covered in this program are integral strategies for conducting a successful training session and how to get an audience’s buy-in through their experiential ownership and practical application of course material.

TARGET AUDIENCE AND GROUP SIZE

Anyone who trains or will be expected to lead programs for your company in front of clients, vendors or employees of your organization. Group size can range from 10-12 people.

PARTICIPANT BENEFITS

Walk away better able to:

- ✓ Discover the similarities and distinct differences between lecturing and facilitation
- ✓ Understand and incorporate the “Adult Learning Sequence” into all training programs
- ✓ Implement teaching fundamentals that keep the class engaged and interested
- ✓ Disarm and deal with audience challenges and class interruptions
- ✓ Utilize creative training connections without compromising your authenticity
- ✓ Become an instructor who doesn’t impart data, but one who inspires action

ACCOUNTABILITY & MEASUREMENT

Check-points to elicit positive change include a pre-program assignment for all participants. Assignments between Days 1 and 2 are also given to reinforce accountability and inspire continued progress after the training. These approaches help boost sustainability and daily practice by more of your people.

PROGRAM SCHEDULE

Train the Trainer is a two-day course, running from 8am until 4pm, with up to 4 weeks between Days 1 and 2. This time is designed for application and to help implement and build sustainable training habits

Day 1: Requirements for Training Success: Understanding how we learn and how you must connect by getting the audience involved.

Day 2: Inspiring Action: Building relationships with an approach that assures higher retention and participant application.

HIGH INTERACTION

Train the Trainer “walks the talk” of getting participants to experience and practice what they learn and prove their commitment to growth as instructors who successfully take their classes to a higher level of development.

PROGRAM INVESTMENT

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



TARGET GROWTH AREAS

- Group And Team Alignment
- Organizational Focus
- Results Over Process
- Agenda And Purpose
- Intelligent Time Management

IF RUN CORRECTLY, MEETINGS SHOULD CREATE OPPORTUNITIES TO:

- Empower participants and build teams
- Align strategy and execution
- Save money and prevent mistakes
- Build (and rebuild) relationships
- Share knowledge and vision (vs. benign data dumps)
- Resolve conflict and diffuse tension
- Gather creative and innovative ideas
- Positively represent company and facilitator's leadership influence to external clients

WHAT CLIENTS SAY

"It is amazing how a seemingly basic business practice can have so much impact on productivity. I would not hesitate to recommend this training to any sized company."

Y. M.

*Manager, Human Resources and
Operations – Technology firm*

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RESULTS-BASED MEETINGS

Results-Based Meetings is a two-day workshop created to increase business results within a shorter period of time. It includes hands-on practice of proven tips and approaches to strengthen interactive discussions and decision-making. Follow-up accountability assignments are instrumental for transitioning this program from baseline awareness to observable participant improvement.

TARGET AUDIENCE AND GROUP SIZE

Supervisors, team leaders and those in management positions seeking tangible tools for running results-based meetings with clear outcomes. Group size can range from 12-16 participants.

PARTICIPANT BENEFITS

Walk away better able to:

- ✓ Identify critical, tone-setting rules of engagement for respect and team unity
- ✓ Utilize helpful meeting preparation sheets and checklists
- ✓ Measure your meetings against proven successful meeting ingredients
- ✓ Practice opening and closing a meeting with candid peer & instructor feedback
- ✓ Implement questions which engage meeting members and keep them accountable
- ✓ Confront distracting and negative individuals directly and diplomatically

ACCOUNTABILITY & MEASUREMENT

Check-points to elicit positive change include group presentations and meeting skills application by all participants with peer and instructor feedback. Assignments between Days 1 and 2 reinforce accountability and inspire continued progress after the training.

PROGRAM SCHEDULE

Results-Based Meetings is a two-day course, running from 8am until 4pm, with up to 4 weeks between session days for application and practice time. This designed spread between Days 1 and 2 allows participants to consistently run tight and focused meetings beyond this program.

HIGH INTERACTION

Adults expedite growth by being involved, applying skills and learning from both the consultant and their peers. This course is highly interactive, provides practical approaches for every day meeting use and crosses over to help meeting facilitators become stronger leaders.

PROGRAM INVESTMENT

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