

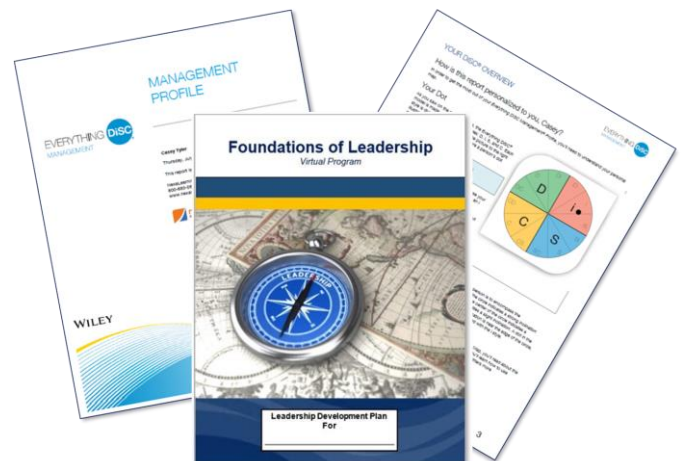
Virtual leadership development, when provided effectively, can become a credible alternative for a geographically dispersed workforce or the individual learner.



What You Will Learn in the Foundations of Leadership - Virtual Program...

The Foundations of Leadership program is delivered virtually, once a week, over a 4-week period. Inside each weekly module, you will find video instructions with downloadable tools, templates and the Leadership Development Plan to capture action ideas. There are 2 optional telephone sessions with one of our certified coaches after week 1 and week 4. The topics addressed in each module include:

- **Module 1: KNOW YOURSELF FIRST** – Why it is critical to know how your management strengths and challenges are impacting those you lead now. At the end of this module, you will be clear about your unique management style and how you naturally interact with others.
- **Module 2: ADAPT YOUR STYLE TO OTHERS** – How to better communicate with, develop and motivate your staff. In this module, you will learn to identify the styles of other people and how to adapt your approach to leading them in a variety of situations.
- **Module 3: MANAGING PERFORMANCE DISCUSSIONS** – The ability to address performance problems in a way that motivates the employee while also changing and improving performance is an essential skill. Learn to use the communication skills and strategies that inspire exceptional performance.
- **Module 4: PERFORMANCE MANAGEMENT** – How intentional coaching tied to annual goals can exponentially improve results. This module will address why coaching employees throughout the year to achieve specific, measurable goals will have a dramatic impact to help achieve performance targets.



The best learning is not just a 1-day event. The best learning is an ongoing process of learning, reinforcement and consistent application over time.

Why Would You Want to Provide Parts of Your Leadership Program in a Virtual Environment?

Learning is Most Effective When it is a Process, Not an Event.

Virtual learning can easily be schedule in smaller segments, spread out over time.

On the Job Application Increases When Managers Implement their Action Plans between Sessions.

It's not what happens during the class, it's how well it's implemented that counts. Virtual learning provides ample opportunities to implement learning concepts back on the job and to discuss lessons learned between class sessions.

Managers are Time Challenged and they Prefer Learning in Shorter Time Frames.

Your managers are busy. They want to learn, but they don't want it to keep them from getting their other work done.

The Foundations of Leadership - Virtual Program 4-week process includes:



What do the Best Managers Do Differently from Everyone Else?

Research shows that while we tend to celebrate great companies, in reality there are only great managers, and it's on the front-line that the hard work of building a stronger workforce gets done. But what ARE the four specific, tangible, practical skills needed today to lead a workforce to new heights?

They Know Themselves



The most effective managers have identified their strengths and their trouble spots. Then they actively leverage their strengths and develop in the areas they need to.

They Don't Use a "One Size Fits All" Management Approach



They know that each individual has preferred ways of working and different development needs. To help each employee succeed, the best leaders modify their approach to fit that employee's needs at the time.

They Are Wildly Effective Communicators



Fortunately, the key communication skills a manager needs can be learned. This will help them demonstrate focused interest in each team member, ask for other's input and value their contributions.

They Know How to Bring Out the Best in Each Employee



They are passionate about establishing clear expectations, targets and goals. Then they know how to coach with compassion and courage throughout the year to encourage buy-in, accountability and performance excellence.

84% of organizations don't have enough candidates in the leadership pipeline ready and able to assume management positions. Don't let your organization be one of them!

Contact

Susan Cullen, President

NexaLearning

215-493-1138

| www.nexalearning.com

scullen@nexalearning.com