



# LEADERSHIP TRAINING PROGRAMS

Leadership Training with Real, Lasting Change

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3X More Effective Leadership Training & Development  
High-Impact, Provable Business Results



# CONNECTING FOR LEADERS

For new or developing leaders

## Available In-Classroom, Live-Virtual, or On-Demand eLearning

Maximize the effectiveness and impact of leaders through the Connecting for Leaders Program. Leaders will learn to lead with more skills and confidence, increasing the efficacy of their teams and creating positive business results.

Each leader is partnered with a personal leadership coach to individualize the information and tie it back to specific team and organization goals, challenges, and culture.

## Curriculum Overview:

- 1 Connecting With People™**  
Master skills to communicate more effectively, resolve conflict, and improve team dynamics.
- 2 Inspiring Trust & Confidence**  
Develop your personal leadership brand and build trust & accountability
- 3 Delegating**  
Improve time management and efficiency while maximizing the talents of your team.
- 4 Performance Coaching**  
Give skillful and productive performance feedback to improve results
- 5 Influencing**  
Confidently express ideas and initiatives while more strategically overcoming resistance.

## Program Outcomes:

- Accelerate effectiveness as a leader
- Increase self-awareness
- “Multiply Self” by delegating more effectively
- Increase team efficiency and time management
- Broaden team skills and improve performance
- Become a more assertive and successful influencer



## FLEXIBLE CURRICULUM

We know that every organization is different, just like every leader is different. That is why we offer custom curriculum options to help build a program that specifically fits your needs. We can add to, change, or update existing curriculum based on your team's goals and challenges. We are currently able to present custom curriculum in a classroom setting through classroom and combination delivery methods.



## COACH SUPPORTED

Each leader and organization has different strengths, challenges, and goals. Leaders are partnered with an experienced leadership coach who individualizes the program curriculum, ties it to existing initiatives or challenges, and creates personalized goals and development strategies. Participants meet with their coach before and after each module to review, apply, and strategize. This results in participants applying skills long-term in the workplace 3x more effectively (up to 87% skill retention and long-term application) than traditional leadership development programs.

# ADVANCED LEADERSHIP PROGRAM

For senior managers and directors or for leaders who have completed the Accelerated Management Program

Available In-Classroom, Live-Virtual

Extend leadership skills through this advanced leadership course. Leaders learn to strategize and innovate more creatively while equipping employees with tools to independently problem solve. This combination cultivates a more creative, productive, and successful team atmosphere.

Each participant is partnered with a personal leadership coach who individualizes curriculum for each module and helps the participant overcome specific challenges or opportunities.

## Curriculum Overview:

- 1 Strategic Thinking**  
Master the strategic thinking process to gain competitive advantage and achieve goals
- 2 Decision Making**  
Overcome common decision making biases and convert decisions into actions
- 3 Game-Changing Innovation**  
Foster an environment of generating new ideas that translate into business solutions
- 4 Leader as Coach**  
Accelerate capability, independence, and accountability within your team
- 5 Change Management**  
Develop and execute successful change strategies that stick and yield positive results

## Program Outcomes:

- Align team to business strategies and goals
- Partner with a personal leadership coach who individualizes curriculum from each module
- Facilitate a more productive and positive team environment
- Cultivate team members' talents, engagement, and creativity
- Support and accelerate a succession pipeline
- Successfully guide change initiatives



## 3x MORE EFFECTIVE

Our combination of workshops, interactive workbooks, boss engagement, team involvement, and personal leadership coaching encourages 3X better retention and on-the-job application than traditional training programs.

Each program is patterned to result in immediate and measurable business improvement.

# ACCELERATING HIGH-POTENTIALS

For High-Potential team members

**Length: 6 months**

This experiential program engages high-potential employees in a strategic business project that prepares them to take on future leadership roles in the organization. Team members are empowered with skillsets and mindsets that help them to lead with confidence and success.

## Curriculum Overview:

1

### Strategic Business Project

A small team of new and future leaders work together to identify a project that will positively impact the business and create a strategy for executing that project. In conjunction with leadership coaches, the group takes a “team laboratory” approach that encourages them to form around this business project to gain leadership awareness and mindsets.

During this project, the team will be encouraged to seek input from internal and external sources, influence key stakeholders, and will ultimately present their business project to senior leaders. The expectation is that this project solution will be adopted by the organization and further the success of the business.

2

### Leadership Curriculum

Throughout the planning and development stages, team members will participate in 6 leadership learning modules. The curriculum includes Connecting With People, Stages of Team Development, Inspiring Trust & Confidence, Strategic Thinking & Decision Making, Influencing & Change Management, and Executive Presence.

These leadership learning modules give the leaders skillsets and mindsets that will empower them to become effective leaders.

3

### Leadership Coaching

Each participant in this program is paired with a personal leadership coach who will guide them through the leadership learning process. This coach is the most important tool during this program, helping to personalize curriculum, guide participants in applying new skills on-the-job, and supporting the team member with expert advice and guidance.

The addition of a personal leadership coach gives each new leader a mentor who will help shape them into successful, confident, influential, and successful future leaders of the company.

## Program Outcomes:

- Understand and manage emotions in self and others
- Identify and maximize effective leadership styles
- Develop skills and confidence for future leadership opportunities
- Develop a mindset for strategic development of high-value ideas and innovation.
- Utilize stakeholders and team members to engage change
- Create a long-term leadership growth and relevancy plan

# CONNECTING WITH PEOPLE

For all team members

Available in-classroom, in an interactive live-virtual setting, or through on-demand multimedia eLearning

Empower your team members with a better understanding of how to connect better with people to produce positive results faster. Connecting With People™ is our cornerstone business and team communication program. This workshop (available in-person or in an online virtual setting) produces a foundation for improved communication within your organization.

## Process:

- 1 iConnect Personal Communication Assessment**  
Analyzes participants' personal communication patterns, how others perceive them, and how they perceive themselves.
- 2 Connecting With People Workshop or Virtual Course**  
Learn to recognize others' communication patterns, then practice making strategic temporary modifications when addressing others in order to communicate more effectively, hold difficult conversations, and get work done more efficiently and with less conflict.
- 3 Training Reinforcement**  
Curriculum learned during Connecting With People is reinforced and retained through short video FAQs and eLearning exercises. This reinforcement results in participants retaining and applying skills 3x more effectively than traditional communication training programs.

This workshop is so effective that we implement it at the beginning of all of our employee training & leadership development programs. It is also popular as a stand-alone option.

# TEAM CONNECT

For teams

Available in-person or with a live-virtual Team Connect coach

This interactive team building communication workshop is an in-person program where a communication expert guides teams through skill sets and mindsets to help them communicate more effectively, overcome conflict, maximize talent, and increase productivity.

## Process:

- 1 Identify Personal Communication Patterns**  
Identify Communication Patterns through the iConnect Personal Communication Assessment. Participants learn how they perceive themselves, how others perceive them, and how they communicate under pressure.
- 2 Connecting With People™ Workshop**  
Participants engage in our cornerstone Connecting With People™ workshop to learn more about their communication patterns and how to communicate more effectively with others.
- 3 Team Profile Grid**  
During this exercise, team members identify and understand each other's communication patterns and discuss inter-team communication strengths and weaknesses.
- 4 Stakeholder Analysis**  
Identify and discuss stakeholder/customer communication needs and challenges, including leveraging team strengths to maintain trust and develop better relationships.
- 5 Long-term Strategy**  
Discuss long-term team communication strategies and improvements for more efficient and effective communication with team members, stakeholders, and customers.

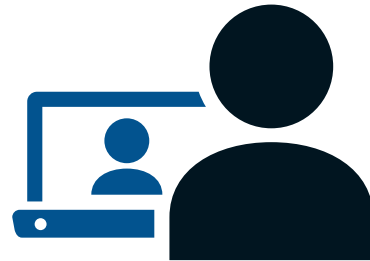
# FLEXIBLE DELIVERY OPTIONS

We work with you to find the perfect delivery option for your needs. Whether you have remote employees, teams in multiple time zones and geographies, or complex scheduling, we can deliver your program in a way that doesn't detract from day-to-day work.



## Traditional Classroom

Prefer an in-person training event? We will send our professional development experts to facilitate a classroom training workshop.



## Flexible Virtual Training

Flexible training with live facilitators, group discussions, and rich media elements. Access on any device with an internet connection.



## On-Demand Learning

Our most flexible and affordable delivery option, utilizing pre-recorded training, interactive workbooks, and media-rich materials.



## Certify Your Trainers

Certify your own in-house trainers with Leadership Choice material and processes to strengthen your existing training program.



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