NEW LEVEL WORK

PROGRAM CATALOG

Everything you need to accelerate your leadership development goals— a curated collection of comprehensive training programs that shift mindsets and lift performance.

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INTRODUCTION TO
NEW LEVEL WORK

Leadership Development for your managers—100% virtual, technology-enabled, and proven effective for leaders at every level.

The New Level Work Story

In today's ever-evolving work environment, one thing remains constant: Success is fundamentally rooted in your people.

New Level Work has been working on this mission for over two decades.

At New Level Work, we bring over two decades of experience to this principle, accelerating leadership development through our technology-enabled platform. Our Coaching and Training Solution is designed to elevate leaders to new levels of performance, ensuring results and a tangible return on investment.

Our expertise in leadership development, bolstered by our exceptional coaches and facilitators, transforms managers, teams, and overall business outcomes. Through our innovative platform we accelerate growth, embedding leadership excellence into the fabric of your organization.

What is New Level Work?

New Level Work is an innovative coaching and training platform designed to accelerate leadership development. Our 100% virtual, technology-enabled solution, blending the best of human expertise and AI-driven insights, ensures measurable results and a significant return on investment.

With a focus on transforming managers, teams, and business outcomes, our exceptional coaches and facilitators drive growth and embed leadership excellence into the fabric of your organization.

Accelerating leadership development for companies across the globe

How to Navigate the Programs Catalog

New Level Work has an extensive and comprehensive offering of training programs and resources that meet every leadership development need.

The program catalog is divided into the different program types: sessions, series, and large virtual events. Each type of program impacts a specific business domain: mindset, engagement, productivity, and results. The program then drills down to the core competencies and skills that participants acquire based on New Level Work's proprietary leadership competency model.

After completing our training programs, participants gain numerous actionable skills. Each program lists specific skills and corresponding competencies. Using our New Level Work Competency Model, we can link individual needs to business outcomes.

Business Domains

The following domains measure leadership effectiveness which impacts business effectiveness.

Mindset: Self-awareness of ethical and inclusive thinking forms the foundation for every leadership approach.

Engagement: Skills in communication and relationship-building focus on how to connect with and inspire teams and peers.

Productivity: Evaluating how leadership decision-making and strategic thinking abilities boosts team efficiency and aligns with organizational goals.

Results: Alignment of leadership impact to tangible business outcomes that foster innovation and apply strategic business skills.

Different Types of Training Programs

We offer different forms of training programs that fit the needs of your organization's leadership development goals.

Group Training Series: Preselected sessions grouped together to create a unified learning experience. We ensure continuity and accountability by assigning the same facilitator to each session.

Group Training Sessions: Individual 90-minute virtual instructor-led training sessions with targeted content with follow-up materials.

Large Virtual Events: Engaging, highly interactive virtual learning experiences for up to 50 participants that bring key communication and concepts to your organization.

Learning Plans: Individual sessions or series (or both) combined to target the specific needs of your teams.

Our Proprietary Leadership Model

New Level Work has an extensive and comprehensive offering of training programs and resources that meet your every leadership development need.

The New Level Leadership Model guides leaders on a transformational journey, fostering internal change that increases engagement and productivity, ultimately delivering exceptional results. While our model is proprietary, it's designed to be compatible with your organization's skills taxonomy.

- Measures **core competencies and related skills** for each manager with our unique benchmark assessment (New Level Impact Assessment)
- Establishes a **Benchmark for Leaders**
- Illustrates development plan by **Domains, Competencies and Core Skills**
- Tracks **Progress** across individual and cohort levels
- Is **Scientifically Validated** through expert insights from former CLO of McDonald's, renowned leadership researcher at Harvard Business School, and a neuroscientist

COMPETENCIES

BUSINESS DOMAINS

Inclusivity
Integrity
Self Awareness & Self Management

Mindset
Engagement
360 Assessment
Results
Productivity

Communication
Building Relationships
High-Performing Teams

Drives results
Business Acumen
Innovation & Transformation

Quality Decisions
Strategic Agility
Systems-Thinking
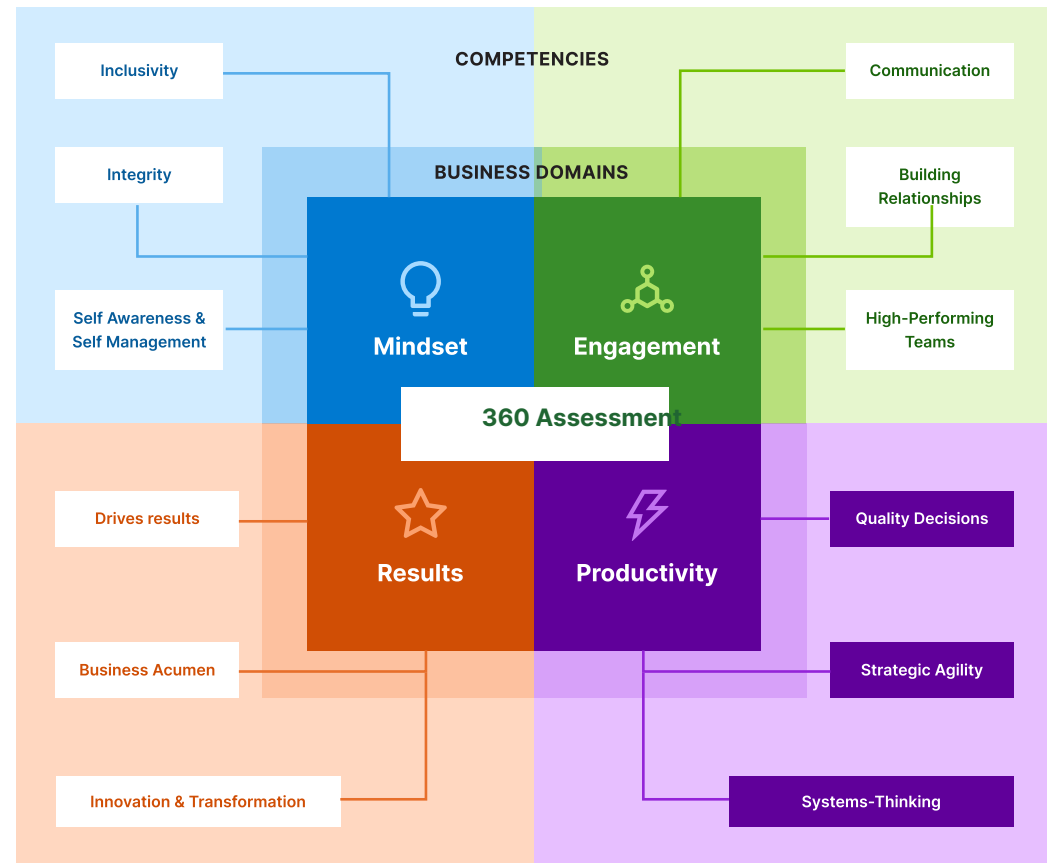
The New Level Impact Assessment™

Our New Level Impact Assessment™ (also known as a 360 assessment) is not just a survey; it's a lightweight, comprehensive, scientifically validated tool that measures leaders' skills from mindset to tangible business outcomes.

Demonstrate the direct effect of leadership development on business ROI and identify targeted growth opportunities through:

- **Comprehensive Behavioral Analytics**
  Measure skills gap and behavior change

- **Real-Time Management Tool**
  Implement, track and report on program participation

- **Executive Summary**
  Show detailed insights to your C-Suite
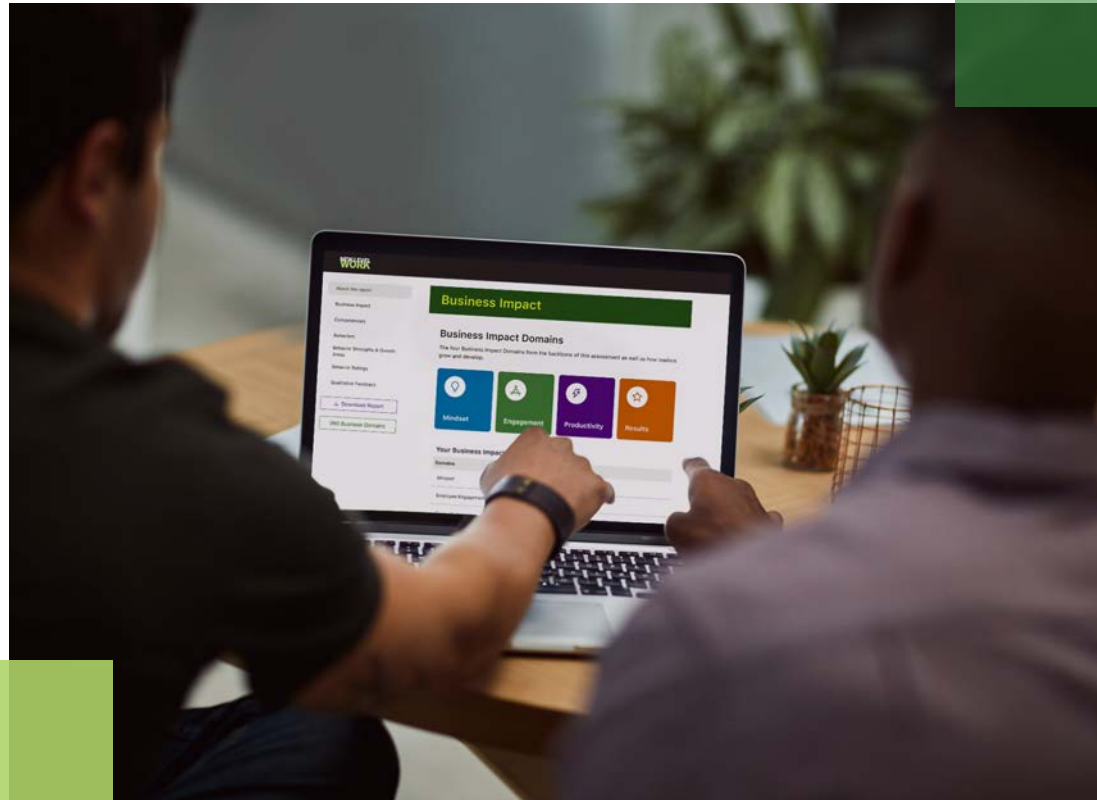
New Level Way of Coaching

The New Level Directed Coaching™ style is our chosen methodology and provides guidance and direction while facilitating change to accelerate impact.

Our methodology is not only designed to accelerate leadership development, but also designed to drive employee engagement.

In our model of "Directed Coaching," our executive coaches:

- Bring their wisdom, education, and experience in business and coaching to the coaching sessions.

- Have completed an ICF-accredited Coach Training Program.

- Challenge preexisting assumptions and patterns.

- Are true thought partners who ask powerful questions, listen deeply, and notice patterns.

- Help participants identify future-oriented solutions and action items and establish accountability measures.

- Encourage participants to get out of their comfort zone to move forward and manage their fears and stress.

- Provide a space for participants to reflect, experiment, and face existing challenges.

Experienced Executive Coaches

500+ New Level Work Coaches

All coaches have completed an ICF-accredited Coach Training Program

5+ years of certified coaching experience

10+ years of direct people management

Professional Developers of Leaders

Professional facilitators lead group training

Minimum 10 years of Learning & Development experience

Proven content delivery and engagement specialists

Extend and Scale the Effectiveness of Leadership

New Level AI is revolutionizing how leaders grow, develop and thrive in their relationships with coworkers.

Human-Centered and AI-Driven

Seamlessly integrating AI with human-led learning, New Level AI is always on hand to help leaders organize their thoughts, set goals, acquire new skills, role-play in a safe environment, and ultimately achieve success at work.

New Level AI is your partner in transforming leadership development, blending the best of human expertise and AI-driven insights to foster stronger, more effective workplace relationships.

Increase engagement during and beyond coaching and training sessions. Accessible and convenient, New Level AI supports managers wherever they are in their leadership journey, offering extended support, integrated in the flow of work.

Curious to see how it all works? Request a demo today and we'll show you how our clients leverage our AI solutions to accelerate leadership development.

Feature	Benefit	Advantage
Report & Development Plans	Generate personalized reports and development plans from assessment data	Gives leaders tailored insights and actionable plans for growth, driving focused and effective development
Goal Setter	Sets goals and interprets data with AI-driven debrief sessions	Ensures leaders have clear, actionable goals, enhancing their ability to track progress and achieve milestones.
Leadership Coaching	Provides on-demand, tailored coaching sessions	Provides immediate, in-the-moment support, improving decision-making and problem solving in real-time.
Experiential Learning	Offers practice and role play interactions	Offers a safe space to practice new skills, boosting confidence and proficiency before applying them in the real-world.
Skills Trainer	Delivers tailored skills training	Gives leaders personalized experiential training that addresses their specific development needs, promoting continuous growth.
Chat User Interface	Promotes conversational interaction	Enhances user engagement and makes the learning experience more interactive and enjoyable.
Memory Management	Manages user data and session memory	Securely maintains and updates a model of the user's context, strengths, gaps and learnings

Who Benefits from Leadership Development? Programs?

We've identified three types of managers for leadership development. Focus on these groups for the greatest impact on an organizational and individual level. These are examples of roles and titles for each type of manager. Depending on skill level and experience level, your managers and leaders can fall under any of these categories.
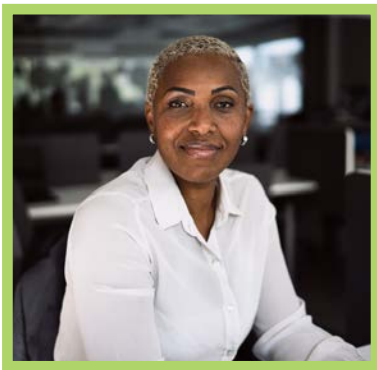
Drivers

Seasoned executives with extensive management experience, overseeing business units, regions, or divisions. Drivers have a strategic role in the organization, propelling the business forward.

Sample titles include:

Vice President, General Manager, Sr. Director, Area President, Division Head

Accelerators

Mid-level and high-potential managers who have experience managing individual contributors and team leads. Accelerators significantly impact organizational performance.

Sample titles include:

Director, Sr. Manager, Manager, Area Manager

Emerging Managers

Newly-promoted managers or those with limited management experience. Included in this group are high-potential individual contributors identified for future managerial roles.

Sample titles include:

Manager, Team Lead

COACHING PROGRAMS

1:1 Coaching for All Levels of Leadership

New Level Work provides a confidential space for managers and leaders at all levels to solve problems, plan, strategize, and develop ideas.

The Impact of 1:1 Leadership Coaching

We help people managers become more effective leaders by:

- Developing strategies to stay globally connected and engaged when feeling isolated from their teams

- Personalizing development to address time-sensitive and unique challenges during different stages of their careers

- Building greater self-awareness and self-sufficiency for sustained value and contribution to the organization

- Supporting change initiatives or projects

- Providing a sounding board for experimentation or reflection on high-risk activities or ideas

- Supporting role transitions for both the manager and those they manage

Our coaching program is designed to empower leaders, building on the four core domains of our competency model: Mindset, Engagement, Productivity, and Results.

"I was able to put processes in place that gave my team more confidence in my leadership, better support for them, and I was able to establish a go-forward plan amidst lots of change over the course (loss of a team member, huge project milestones, shifting team responsibilities, navigating communication issues from above, etc)."

-Director, CPG

Group Coaching for All Levels of Leadership

Group Coaching is a guided experience bringing groups of managers and leaders together to have meaningful conversations. While interacting, participants collaborate, discuss, reflect and share on key topics, providing the opportunity for experiential learning.

The Benefits of Group Coaching:

- Supports organizational transformation (from the inside out) by uniting a core group of people who can role-model a culture of change and serve as thought leaders for the organization.

- Provides leaders with the opportunity to see themselves through the lens of others in the organization, becoming aware of impact and unconscious behavior.

- Increases accountability, as leaders are more likely to follow through on their commitments when they are held accountable to a group and cross-functional fertilization.

- Accommodates up to 14 participants per session making it a cost-effective, viable coaching option for organizations with limited budgets.

What is the difference between Group Coaching and Group Training?

- Group Training: The facilitator is the topic expert.

- Group Coaching: The participants are the topic experts.

Tips to Maximize Every Session:

For group coaching to thrive, participants must understand its purpose, know what engagement is expected of them, and recognize their coach's role.

The advantages of group coaching are maximized when participants help cultivate a safe and confidential space where all voices and perspectives are valued.

- The Learning Leader defines the WHY on the Group Coaching session (goal/topic/purpose/outcome).

- The Group Coach offers the HOW of the Group Coaching session (flow/deepen conversation/ invite all voices and perspectives).

- The participants create the WHAT during the Group Coaching session (content/ takeaways/actions).

Example Focus Areas (Topics):

- Shifting to Management (Emerging Manage
- Managing Up
- Conflict & Difficult Conversations

Example of a 3-Session Group Coaching Series of New Leaders

- What Do You DO Differently When You a Adopt Leader's Mindset?

- BEING - Making the Shift Internally from IC to Manager

- IMPACT - Bringing Awareness to the Impact You Have as a Manager

Each session is 90 minutes. We recommend that each series consists of at least three sessions and that participants stay with their core group throughout the entire series.

Sales Performance Coaching

Our Sales Performance Coaching Program elevates your sales leaders' performance and impacts three key areas: Revenue, Retention, and Refocus.

Whether your organization is promoting a salesperson to a leadership role or you want to improve the performance of your existing leadership team, our coaching program provides personalized support and accountability. We help your sales leaders build and grow a sustainable high-performing team.

Revenue

While traditional sales coaching programs focus on communicating with customers, our program helps sales leaders improve internal communications and training. Participants can more effectively train and motivate their teams to improve sales, resulting in higher revenues.

Retention

Sales team turnover can be high, often exceeding 16 percent, and turnover-related costs around lost revenue, recruiting, and training new team members can exceed $116,000 per person. Our program helps your sales leadership build soft skills and improve relationships with their direct reports, building an sales culture where everyone feels empowered to do their best work.

Refocus

Sales leaders are often focused on hitting quota above all else, leading them to ignore other important parts of their roles. Our program helps them understand how to internally prioritize and delegate work so they can focus on motivating and guiding their teams success.

Our Sales Coaching Program gives your sales leaders the opportunity to work one-on-one with a leadership coach, providing insights into what's holding them back from achieving their goals. Our coaches provide ongoing accountability to help change behavioral patterns and address internal communication issues, leading to greater success in the workplace.

"As a veteran sales leader, it was particularly helpful to get perspective from my coach who helped refocus my attention on activities and behaviors that drove revenue in a productive way. Our coaching conversations were instrumental in implementing best practices that dramatically improved revenue performance which resulted in my team taking top stack rank in my organization."

- Head of Sales

Essential Conversations

The "Essential Conversations" Group Training Series is designed to help managers grow and elevate their people management skills through four key conversations.

Training includes:

Session 1: One-On-One Conversations

The manager/direct report relationship is key to unlocking engagement and productivity.

Session 2: Coaching Conversations

Coaching skills empower managers to support their team members in reaching their goals, inspiring self-leadership and accountability, and motivating them to perform at their best.

Session 3: Feedback & Difficult Conversations

Giving feedback is a powerful tool. For managers, it's vital to provide feedback in an effective way for the well-being of the team.

Session 4: Career Development Conversations

Career development conversations are crucial to the growth of team members. When they happen regularly and are owned by the team member, motivation and engagement increase.

Core Competencies:

- Create High-Performing Teams
- Enhance Communication
- Build Relationships
- Drive Results

Core Skills:

- Have Effective 1:1s
- Practice Engaged Listening
- Coach Others
- Provide Feedback & Recognition
- Facilitate Team Member Growth

For Emerging Managers

4× 90 minute sessions Interactive and virtual

Group Training Series

Impact across individual, leadership, and organizational levels

1:1 Conversations

Strengthen manager-direct report communication by mastering 1:1 conversations. Participants walk away prepared to be intentional about their interactions to engage their team members in a meaningful way each time they connect.

Participants will learn about the essential role of 1:1 conversations and strategies to navigate them successfully by honing their listening skills and shifting from a tactical viewpoint to a more strategic viewpoint. This session is highly interactive and experiential in its design.

Training Objectives

- Exploration of strategies for building trust and strengthening relationships with team members.

- Identification of three levels at which you listen and of which is most effective.

- Application of 3 communication strategies to support deeper levels of engaged listening.

- Creation of personal connection between team members and the 'big picture' to drive higher levels of engagement and motivation.

Core Competencies

- Communication

- Relationship Building

- Strategic Agility

Core Skills

- Engaged Listening

- Demonstrated Curiosity

- Employee Engagement

Outcome

- Relationship Building

- Motivation and Inspiration of Team Members

For Emerging Managers

90 minute session
Interactive and virtual

Group Training

Available as standalone session

Resources available post-session

Coaching Conversations

Managers who coach their employees drive continuous improvement and growth. When employees grow, the organization grows.

In this session, participants learn two foundational coaching techniques - asking Powerful Questions and leveraging the G.R.O.W. Model as a conversation framework. Participants walk away more confident in their ability to engage their team members in effective coaching conversations.

Training Objectives

- Exploration of fundamental coaching principles.
- Exploration of and practice in a coaching framework designed to turn everyday conversations into development opportunities.
- Practice in powerful question-based techniques designed to enhance listening skills and uncover what matters most.
- Recognition of when to apply coaching techniques and how to turn directives into learning opportunities.

Core Competencies

- Communication
- Relationship Building

Core Skills

- Cultivation of Trust
- Performance Management
- Alignment of Vision & Strategy

Outcome

- Enhancement of People Management Skills
- Increase in Employee Engagement
- Creation of Psychological Safety

For Emerging Managers

90 minute session
Interactive and virtual

Group Training

Available as
standalone session

Resources available
post-session

Feedback & Difficult Conversations

Managers who become skilled at giving feedback elevate performance, drive higher levels of engagement, and increase productivity.

In this session, participants build on their essential conversation skills by focusing their approach on giving feedback and engaging in difficult conversations. Feedback conversations are critical for leaders to cultivate and support the development and well-being of their team members. Participants learn the SBI Model to help them structure these conversations and explore a difficult conversation-planning process.

Training Objectives

- Discovery of the benefit of giving and receiving feedback.

- Application of a simple framework to support positive and constructive feedback conversations.

- Identification of best practices for establishing trust while guiding performance and driving change toward needed results.

- Exploration of a planning tool designed to prepare and ease approach and process of engaging in difficult conversations.

Core Competencies

- High Performing Teams
- Ability to Drive Results
- Effective Communication

Core Skills

- Feedback & Recognition
- Coaching of Others
- Accountability for Self & Others

Outcome

- Motivation & Inspiration of Team Members
- Enhancement of People Management Skills
- Nurturing of a Feedback Culture

For Emerging Managers

90 minute session
Interactive and virtual

Group Training

Available as
standalone session

Career Development Conversations

Empower your managers to engage in career development conversations that inspire collaboration and drive higher levels of engagement.

In this session, participants learn a framework for having career development conversations that engage team members, allowing them to focus on specific skills, strengths, and opportunities for growth.

Training Objectives

- Discover how to initiate and engage in meaningful conversations focused on career development.

- Examine and practice coaching and communication techniques to explore team members' aspirations and goals.

- Develop strategies for identifying career pathways by aligning aspirations to the direction of the organization.

- Explore a communication tool designed to inspire collaboration for informing and creating career development plans.

Core Competencies

- Create High-Performing Teams

- Drive Results

- Enhance Communication

Key Skills

- Develop Actionable Career Plans

- Drive Employee Engagement

- Facilitate Team Member Growth

Outcome

- Increase Motivation

- Cultivate a Growth Mindset

For Emerging Managers

90 minute session
Interactive and virtual

Group Training

Available as standalone session

Managers as Coaches Series

Coaching is an essential tool for leaders to achieve business goals. Managers As Coaches is designed to provide managers with fundamental coaching skills and the opportunity to grow these skills through training.

Training includes:

Session 1: Introduction to Coaching

Google Project Oxygen revealed the #1 quality of a good manager is being a good coach. In this session, participants will explore the techniques to enhance listening skills and practice coaching techniques.

Session 2: Building a Coaching Toolbox

Explore fundamental coaching principles to enhance participant's people management and communication skills.

Session 2: Leveraging Coaching for Performance

Discover how to initiate and engage in meaningful conversations that establish mutual expectations.

Session 4: Leveraging Coaching for Engagement

Develop new coaching techniques designed to cultivate personal growth, development, and unlock engagement and productivity.

Core Competencies:

- Create High-Performing Teams
- Enhance Communication
- Build Relationships
- Drive Results

Core Skills:

- Demonstrate Empathy
- Practice Engaged Listening
- Demonstrate Curiosity
- Coach Others
- Drive Employee Engagement

For Emerging Managers

4× 90 minute session Interactive and virtual

Group Training Series

Impact across individual, leadership and organizational levels

Leveraging Coaching for Performance Management

Leveraging coaching for performance means shifting from directive conversations that are usually one-sided to coaching conversations that are a natural dialogue.

In this session, participants learn how bringing coaching skills into their management conversations can impact and improve performance management. They acquire essential coaching techniques for establishing expectations, ensuring accountability, and championing team members.

Training Objectives

- Explore simple and powerful coaching techniques designed to boost confidence and effectiveness in managing performance across the team.
- Apply a simple framework to support positive and constructive feedback conversations.
- Learn how to bring accountability into coaching interactions in a way that empowers managers and team members.
- Practice 3 coaching techniques designed to set expectations, cultivate accountability and champion team members so they continue to grow.

Core Competencies

- Create High-Performing Teams
- Build Relationships
- Drive Results

Core Skills

- Demonstrate Curiosity
- Drive Performance Management
- Seek Accountability for Self & Others

Outcome

- Build Accountability
- Cultivate a Growth Mindset

For Accelerators & High Potential Emerging Managers

90 minute session Interactive and virtual

Group Training

Available as standalone session

Resources available post-session

NEW LEVEL WORK

Leveraging Coaching for Employee Engagement

When managers leverage coaching in their conversations, they can increase team members' engagement. Additionally, the team members feel connected to one another and to the organization overall.

In this session, participants learn the essential coaching skills of listening and learning team members' values, energy, and strengths. They then bring together these concepts and skills they have explored in a peer coaching practice.

Training Objectives

- Explore and practice the secrets to listening for team members values and how they tie to engagement.
- Apply strengths-based leadership to coaching conversations to authentically engage team members.
- Practice coaching techniques to uncover unique values, strengths, and motivators of each individual team member.

Core Competencies

- Create High-Performing Teams
- Build Relationships
- Promote Communication

Core Skills

- Practice Engaged Listening
- Coach Others
- Motivate & Inspire Team Members

Outcome

- Increase Employee Engagement
- Build Interpersonal Relationships

For Accelerators & High Potential Emerging Managers

90 minute session Interactive and virtual

Group Training

Available as standalone session

Resources available post-session

Strategic Leadership

To become a strategic and effective leader, managers must shift from an operational mindset to a strategic mindset. They must learn how to balance managing their people, getting their jobs done, and dedicating time to pull back and look at their teams and the work strategically.

Training includes:

Session 1: Leading with a Values-Based Vision

Understanding the values that drive behaviors and being able to translate values into behaviors is critical for all leaders as well as understanding how values drive each person's vision of success.

Session 2: Prioritizing What Matters Most

Strategic leadership depends upon a manager's skills to prioritize tasks and manage time, energy, and resources to ensure they are focused on what matters most: Leading their team to achieve organizational goals and objectives.

Session 3: The Power of Strategic Delegation

Teams with diverse skill sets and well-developed capacity have the ability to keep the train 'on track' even when leaders are involved in other projects, get more work done in less time, share mutual trust with their managers, and feel supported with their career development.

Session 4: Building Resilience by Managing Risk

Managers are consistently called upon to quickly evaluate challenging situations, navigate uncertainty, weigh risks, and take decisive action.

Core Competencies:

- Self-Awareness & Management
- Relationships Building
- Strategic Agility
- Quality Decisions

Core Skills:

- Alignment of Vision and Strategy
- Analysis of Ability to Take Action
- Effective Delegation
- Effective Time & Priority Management

For Emerging Managers

4× 90 minute sessions Interactive and virtual

Group Training Series

Impact across individual, leadership, and organizational levels

Resources available post-session

Leading with a Values-Based Vision

When leaders understand their values and the values of their team members, it becomes the cornerstone of creating an inclusive team culture. Your leaders, however, need to be able to connect their team members' values to the organization's values in order to create a cohesive and productive work environment.

During this session, participants explore the connection between values, behaviors, and their vision of success for themselves and their team. They learn how to translate values into behaviors to help their team members connect how their role and responsibilities contribute to the organization's overall success.

Training Objectives

- Describe the impact of values on successful leadership and employee engagement.
- Identify personal values and evaluate impact on their leadership style and effectiveness.
- Create a leadership and team vision of success.
- Explore strategies for putting team values into purposeful action to achieve results.

Core Competencies

- Promote Self-Awareness & Management
- Build Relationships
- Build Strategic Agility

Core Skills:

- Increase Personal Awareness
- Motivate & Inspire Team Members
- Create Team Vision

Outcome:

- Create Inclusive, Aligned Individual and Team Performance
- Establish Clarity of Values

For Emerging Managers

90 minute session
Interactive and virtual

Group Training

Available as standalone session

Resources available post-session

Prioritizing What Matters Most

Strategic leaders need to be able to pivot to constantly changing priorities. They must be able to focus on the details, and zoom out to see the bigger picture. When they cannot, they and their teams operate in reactive mode creating high levels of stress, employee disengagement, and higher turnover rates.

In this session, participants learn to leverage the Eisenhower Model to understand the importance and urgency of the tasks associated with their position. They explore how this model can help them effectively communicate priorities to their teams and upper management to gain clarity on what is truly important.

Training Objectives

- Engage strategies to identify and manage shifting priorities in a continually changing environment.
- Apply a framework to assess the importance and urgency of tasks and leverage that information when communicating to others.
- Develop strategies for addressing incoming requests using prioritizing principles to make critical decisions and ask for clarification.
- Apply strategies to build an accurate view of their calendar and decision-making tools.

Core Competencies

- Make Quality Decisions
- Apply Systems Thinking
- Grow Strategic Agility

Core Skills:

- Manage Time & Priorities
- Demonstrate Long & Short-Term Thinking
- Plan Strategically

Outcome:

- Drive Increased Productivity
- Achieve Organizational Results

For Emerging Managers

90 minute session
Interactive and virtual

Group Training

Available as standalone session

Resources available post-session

Pursuing Strategic Delegation

One of the most prominent challenges managers face is how to delegate effectively. When they do, they empower their team members while developing them simultaneously. When they don't, they become a bottleneck to achieving success, ultimately impacting how the organization achieves its goals.

In this session, participants understand the importance of being able to look at their work strategically and determine alternative ways of getting things done by delegating tasks.

Training Objectives

- Engage in skill-building discussions and application of strategic delegation practices.

- Identify and address root-cause scenarios inhibiting managers from consistently and effectively delegating across the team.

- Explore strategies for conversations that build buy-in and accountability into the delegation process.

Core Competencies

- Enhance Communication

- Make Quality Decisions

- Grow Strategic Agility

Core Skills:

- Delegate Effectively with Buy-In

- Leverage Strengths

- Persuade & Influences

Outcome:

- Facilitate Team Growth

- Increase Team Overall Contributions

For Emerging Managers

90 minute session
Interactive and virtual

Group Training

Available as standalone session

Resources available post-session

Building Resilience by Managing Risk

As the work world becomes more complex, change and working in ambiguous environments becomes more frequent. Strategic leaders must understand their personal risk tolerance and incrementally build their resilience to assess risk effectively and make better decisions.

In this session, participants learn to leverage the Eisenhower Model to understand the importance and urgency of the tasks associated with their position. They explore how this model can help them effectively communicate priorities to their teams and upper management to gain clarity on what is truly important.

Training Objectives

- Evaluate personal approach to risk-taking: Internal factors supporting and inhibiting the risk taking process and what it takes to move into the Learning Zone.
- Link the competency of resilience to decision-making and managing risk.
- Apply strategies to increase effective decision-making by increasing organizational savvy resulting in better outcomes.
- Construct personal SUCCESS plans for when situations do not turn out as expected allowing growth, learning, and forward motion.

Core Competencies

- Create Self-Awareness & Management
- Grow Strategic Agility
- Make Quality Decisions

Key Skills:

- Promote Self-Development
- Manage Complexity in Problem-Solving
- Embrace Ambiguity

Outcome:

- Cultivate a Growth Mindset Culture
- Build Individual and Team Resilience

For Emerging Managers

90 minute session
Interactive and virtual

Group Training

Available as standalone session

Resources available post-session

Influencing with Impact

When managers influence others, the impact on the organization can be profound. Communication and alignment are key to influencing and to the organization's ability to achieve it's goals.

In this session, participants explore critical elements of influence, such as personal and positional power and the difference between influence and manipulation, and learn how to leverage their knowledge, relationships, and behaviors to influence effectively.

Training Objectives

- Differentiate positional power from personal power and identify the impact each has on how a manager influences.

- Examine the Influence Equation, which is the combination of skills required to influence effectively.

- Explore what is required to influence without positional power.

- Apply influence skills and key components learned in the session to scenarios and real-life situations.

Core Competencies

- Build Relationships
- Enhance Communication
- Drive Results

Core Skills:

- Persuade & Influence
- Demonstrate Organization & Political Savvy
- Gain Alignment

Outcome:

- Improve Productivity
- Increase Collaboration Between Teams

For Accelerators

90 minute session
Interactive and virtual

Group Training

Available as
standalone session or best paired
with Strategic Implementation

Resources available
post-session

Developing a Continuous Change Mindset

Today's managers must navigate an ever-changing landscape, dealing with customer demands, industry shifts, and organizational restructuring. In such an uncertain environment, managers who embrace a mindset of continuous change are better equipped to face future challenges and adapt effectively.

In this session, participants explore the factors influencing change and three strategies to expand their mindset with respect to change and its human impact.

Training Objectives

- Distinguish differences between single event and continuous event change mindsets.
- Explore role of a leader in transforming change culture to support agility, learning, and growth through change.
- Examine 3 strategies to build a continuous change mindset through everyday conversations.
- Practice applying continuous change mindset strategies.

Core Competencies

- Create Self-Awareness & Management
- Grow Strategic Agility
- Spark Innovation & Transformation

Core Skills:

- Embrace Change
- Navigate Team Change & Personal Awareness
- Embrace Ambiguity

Outcome:

- Achieve Increased Productivity
- Nurture Culture of Resilience
- Promote Continuous Innovation

For Accelerators

90 minute session
Interactive and virtual

Group Training

Available as standalone session or best paired with Strategic Implementation or Optimizing Teams Through Coaching

Resources available post-session

Executing Strategic Implementation

Strategic Implementation involves executing plans with precision and ensuring clear, consistent communication to achieve organizational goals. Managers must balance both operational and strategic thinking, and step back from daily tasks to assess and analyze situations. This enables effective communication with their teams, stakeholders, and senior management.

In this session, participants explore the four essential thinking skills to gain a strategic perspective on situations, challenges, and objectives. Then, they practice these skills in a case study where they must communicate a challenging strategic initiative to their teams and gain buy-in.

Training Objectives

- Leverage the four vital thinking skills (critical, conceptual, creative, and intuitive) to strategically analyze situations and proactively address challenges.

- Demonstrate the ability to clearly articulate current strategies, goals, and initiatives to their team and gain buy-in.

- Evaluate the information senior leaders require.

- Demonstrate the ability to effectively communicate status and results to senior leaders, resulting in stakeholder engagement.

Core Competencies

- Enhance Communication

- Build Relationships

- Grow Strategic Agility

Core Skills:

- Manage Up Effectively

- Manage Complexity in Problem-Solving

- Persuade and Influences

- Engage Stakeholders

Outcome:

- Increase Profitability and Sustainability

- Improve Productivity

For Accelerators

90 minute session
Interactive and virtual

Group Training

Available as
standalone session or best paired
with Influence with Impact

Resources available
post-session

Managing Competing Priorities & Projects

Managers are often at the crossroads of competing priorities and projects, striving to maintain efficiency and drive team performance. By providing managers with the tools and techniques to effectively navigate these challenges, organizations can ensure that their teams focus on the most critical tasks and complete projects on time and within budget.

In this session, participants explore elements of prioritizing competing and shifting priorities and projects. Additionally, they will learn how to communicate effectively to their teams to retain engagement and gain buy-in despite the changing circumstances.

Training Objectives

- Explore strategies to assess and triage project requests as priorities shift.
- Discuss tactics to overcome common delegation challenges.
- Build a decision-making model based on prioritizing techniques.
- Discuss communication strategies for retaining engagement and buy-in as priorities shift.
- Formulate an Action Plan for post-session implementation.

Core Competencies

- Enhance Communication
- Make Quality Decisions
- Grow Strategic Agility

Core Skills:

- Effectively Prioritize (Team and Organization)
- Manage Complexity in Problem Solving
- Develop Aligned Implementation Plans

Outcome:

- Improve Productivity
- Increase Employee Engagement

For Accelerators

90 minute session
Interactive and virtual

Group Training

Standalone, or best paired with
Strategic Implementation or
Strategic Delegation

Resources available
post-session

Managing Career Development

The "Managing Career Development" Group Training Series provides managers with strategic frameworks to drive their own career growth and the development of their team members. This series provides managers with tools, skills, and strategies to build meaningful career development action plans.

Training includes:

Session 1: Developing Yourself

In this session, participants are empowered to explore their career development through effective frameworks, tools, and acquired skills.

- Establish strengths, career values, personal motivators, and agility level as a foundation for developing a personal action plan.
- Explore 3 critical components of skill acquisition and growth.
- Create a personalized action plan to put into action.

Session 2: Developing Your People

After completing the session "Developing Yourself", managers have the opportunity to apply what they've learned. In this session, the focus shifts to their team members and how to have effective conversations with them to boost their development.

- Identify goals, values and motivators of individual team members.
- Practice and build skills inside development conversations using the Hindsight, Foresight, and Insight framework.
- Strengthen skills for goal identification, goal setting, and communication.

Core Competencies:

- Create Self-Awareness & Management
- Build Relationships
- Create High Performing Teams
- Enhance Communication

Core Skills:

- Grow Self-Development
- Learn Personal Awareness
- Practice Engaged Listening
- Drive Employee Engagement
- Pursue Goal-Setting

For Accelerators & Emerging Managers

2× 90 minute sessions Interactive and virtual

Group Training

Must be taken as part of series, not available as standalone sessions

Best paired with Coaching Conversations session from the Essential Conversations series

Processing Change

Large-scale organizational change disrupts daily operations, yet the work still needs to be done. It's critical to empower leaders to effectively process the impact of changes so they can support their teams to do the same.

In this session, participants learn how to normalize the process amidst uncertainty and address the natural dip in productivity during change, which helps teams regain momentum.

Training Objectives

- Discover the multi-dimensional impact change has on individuals and the vital need to be supported as they process the transition.

- Explore their personal experience with recent changes through guided discussions to helps normalize and process the change.

- Apply a conversation framework to deepen their processing which they can use with their teams.

Core Competencies

- Grow Self-Awareness & Management

- Enhance Communication

- Build Relationships

Core Skills

- Demonstrate Empathy & Curiosity

- Embrace and Implements Change

- Develop Emotional Intelligence

Outcome

- Drive Inclusiveness

- Reestablish Trust

- Improve Employee Engagement

For All Managers & Individual Contributors

90 minute session
Interactive and virtual

Group Training

Standalone, or best paired with Maintaining Cohesive and Collaborate Teams During Change

Resources available post-session

Maintaining Cohesive & Collaborative Teams During Change

Change only happens when people make the leap of faith to embrace the change. As a team, however, it can be challenging to keep everyone motivated to move forward in the face of uncertainty.

In this session, participants learn the two fundamental areas where they can support their teams as they navigate large-scale change, particularly when the work structure is hybrid or fully remote.

Training Objectives

- Gain insight into why teams splinter during change and what they need from their leader.
- Evaluate the current cohesiveness and collaboration of the team.
- Explore strategies to re-establish a sense of purpose for the team to help build trust and open channels of communication.
- Identify work structures, roles, and processes that need to be redefined because of the change, even for the short-term.

Core Competencies

- Develop Strategic Agility
- Create High Performing Teams
- Build Relationships

Core Skills:

- Create Team Vision
- Motivate & Inspires Teams
- Navigate Team Change

Outcome

- Reduce Turnover After a Large-Scale Change
- Increase Employee Engagement
- Open Communication

For Emerging Managers & Accelerators

90 minute session Interactive and virtual

Group Training

Standalone, or best paired with Processing Change

Resources available post-session

Beating Burnout

Understanding the cause and effects of burnout and acting on that knowledge can help reduce the effects of burnout or the likelihood that burnout will occur. The key is to gain awareness of the dimensions of burnout and develop strategies to manage the stress and scenarios that lead to burnout.

In this session, participants will gain awareness of the multi-dimensional causes of burnout and develop strategies to support and engage team members in identifying and addressing at-risk scenarios.

Training Objectives

- Evaluate stress levels, and identify signs of burnout.
- Recognize at-risk burnout scenarios within the work environment.
- Create a 3-step personalized action plan for addressing at-risk burnout scenarios.

Core Competencies

- Grow Self-Awareness & Management
- Make Quality Decisions
- Develop Strategic Agility

Core Skills:

- Develop Personal Awareness
- Learn Risk Mitigation
- Manage Time & Priorities

Outcome

- Improve Productivity
- Increase Employee Engagement

For Emerging Managers & Accelerators

90 minute session Interactive and virtual

Group Training

Standalone or best paired with Managing Hybrid and Remote Teams

Resources available post-session

Leading Cohesive & Collaborative Hybrid Teams

Leading hybrid teams can have a number of challenges including lack of engagement, decreased collaboration, and poor team dynamics that can lead to turnover. To break these barriers, managers can create collaborative and connected hybrid environments.

In this session, participants explore critical leaderships skills that promote a thriving hybrid work environment. They learn different strategies for creating a inclusive and psychologically safe work environments for all.

Training Objectives

- Define and unite your teams through shared purpose.
- Differentiate between the impact of cooperative vs. collaborative team environments.
- Build collaborative mindsets across teams and the organization.
- Create a connection between leadership strategies and a work environment that fosters inclusion and psychological safety.

Core Competencies

- Develop Strategic Agility
- Create High Performing Teams
- Build Relationships

Core Skills

- Motivate & Inspires teams
- Create Team Vision
- Demonstrate Curiosity

Outcome

- Decrease Turnover & Drive Greater Profitability
- Increase Productivity

For Emerging Managers & Accelerators

90 minute session Interactive and virtual

Group Training

Standalone or best paired with Optimizing Teams Through Coaching

Resources available post-session

Optimizing Teams Through Coaching

When managers actively engage in coaching, organizations and team members reap the rewards of enhanced productivity, skill acquisition, and a positive work culture.

In this session, participants will explore core coaching skills and focus on adaptive coaching techniques, which are particularly crucial for organizations aiming to enhance their team's adaptability and responsiveness. They will learn to integrate coaching skills into daily conversations, cultivating employee development and engagement.

Training Objectives

- Explore the skills of asking powerful questions and practicing engaged listening and apply them to common situations.
- Examine how to simplify and implement a framework to have short, yet productive coaching conversations.
- Practice coaching conversations to gain confidence.
- Evaluate and plan how they can adapt their coaching style to meet the needs of their team members.

Core Competencies

- Build Relationships
- Communication
- High-Performing Teams

Core Skills

- Coach Others
- Demonstrate Curiosity
- Practices Engaged Listening

Outcome

- Increase Retention & Close the Double-Value Gap
- Increase Employee Engagement

For Emerging Managers & Accelerators

90 minute session Interactive and virtual

Group Training

Standalone or best paired with Managing Hybrid and Remote Teams

Resources available post-session

Establishing Performance Expectations

In today's ever-changing workplace, managers need to clearly and concisely communicate performance objectives to their teams, especially during times of change and ambiguity.

In the session, participants explore the key components of communicating expectations and apply them to case studies and real-life situations. They explore the impact of unspoken or vague expectations and work together to develop strategies to avoid them.

Training Objectives

- Uncover the real reason why team members may not be meeting expectations.
- Explore and apply the essential components of communicating clear and effective performance expectations.
- Evaluate communication blockers inhibiting effective communication in establishing expectations.
- Investigate unspoken and vague expectations and the impact on performance.
- Apply performance expectations best practices to real-life situations, and brainstorm strategies to implement them.
- Use real-world case studies to inform action planning.

Core Competencies

- Create High-Performing Teams
- Make Quality Decisions

Core Skills

- Set Clear Expectations
- Seek Accountability for Self & Others
- Gain Buy-In
- Drive Performance Management

Outcome

- Achieve Higher Individual & Collective Performance
- Reach Increased Productivity & Confidence

For Emerging Managers

90 minute session Interactive and virtual

Group Training

Standalone or best paired with 1:1 Conversations, Coaching Conversations and/or Feedback & Difficult Conversations

Resources available post-session

Leading Effective Team Meetings

Unproductive meetings consume valuable time and resources, harming performance, productivity, and business results. By engaging their teams and fostering a collaborative meeting environment, managers can reverse this trend.

In this session, participants will learn to foster a cohesive and collaborative team environment through effective meetings, driving strong momentum toward organizational goals. They will acquire frameworks and strategies to apply directly to their team meetings.

Training Objectives

- Identify unique and universal challenges preventing teams from getting the most out of team time.
- Outline the critical role managers play in leading productive meetings.
- Explore framework for developing clear and purposeful agendas and keep meetings from falling off track.
- Apply strategies designed to drive full participation and engagement from team members.
- Outline techniques for assessing meeting effectiveness and driving continuous improvement.

Core Competencies

- Enhance Communication
- Build Relationships
- Drive Results

Core Skills

- Practice Engaged Listening
- Seek Accountability for Self & Others
- Demonstrate Curiosity
- Conduct Effective Meetings

Outcome

- Achieve Higher Individual & Collective Performance
- Reach Increased Productivity

For Emerging Managers

90 minute session
Interactive and virtual

Group Training

Standalone or best paired with 1:1 Conversations, Coaching Conversations and/or Feedback & Difficult Conversations

Resources available post-session

Building Accountability Across Teams

Holding others accountable can feel uncomfortable, yet it's at the core of a manager's role. Without accountability, teams may experience a decrease in performance. Leaders have the opportunity to build strategies for driving higher levels of performance and productivity.

In this session, participants take a personal look at accountability, first at themselves and then at their team. They learn that it takes courage to hold others accountable and that they can build the confidence in their teams to hold one another accountable as role models.

Training Objectives

- Examine the relationship between Clear Expectations, Commitment, and Accountability.

- Shift mindset from punitive or blaming to learning and supportive and how the brain can support the process.

- Apply communication strategies and techniques to focus on the situation and the person equally.

- Inspire individual team members to commit to personal success and hold each other accountable for success of the team.

Core Competencies

- Communication

- Build Relationships

- Drive Results

Core Skills

- Set Clear Expectations

- Coach Others

- Seek Accountability for Self and Others

Outcome

- Drive Performance to Reach Goals

- Increase Productivity & Confidence

For Emerging Managers

90 minute session Interactive and virtual

Group Training

Standalone or best paired with Optimizing Teams Through Coaching

Resources available post-session

Building Cross-Functional Collaboration

When managers struggle to build cross-functional collaboration, organizations experience a breakdown in communication, productivity, and work in silos, ultimately impacting the organization's ability to achieve goals and objectives.

In this session, participants explore the nuanced layers of trust and the importance of inclusiveness in integrating diverse perspectives, setting the stage for effective and genuine collaboration.

Training Objectives

- Sharpen skills for leading and developing teams to contribute in greater capacity across the organization.
- Assess current collaboration practices, challenges and roles across the team.
- Explore trust-building behaviors and practices to drive greater psychological safety and cross-functionality between teams.
- Examine strategies for incorporating diverse perspectives and fostering productive conflicts to strengthen relationships.

Core Competencies

- Promote Inclusiveness
- Build Relationships
- Enhance Communication

Core Skills:

- Collaborate with Others
- Embrace Diverse Perspectives
- Inspire & Align Cross-Functional Teams

Outcome

- Promote Innovation & Creativity
- Improve Productivity & Profitability
- Promote Psychological Safety

For Accelerators

90 minute session
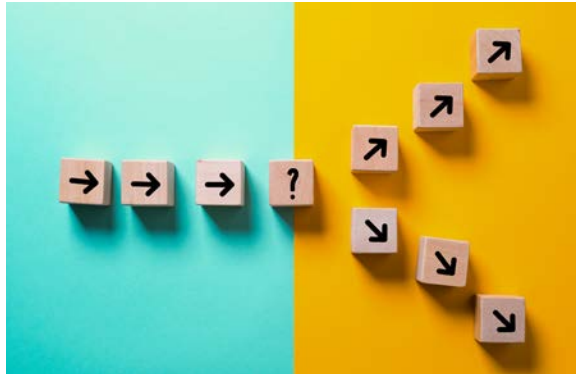Interactive and virtual

Group Training

Standalone or best paired with Establishing Performance Expectations and Building Accountability Across Teams

Resources available post-session

Strengthening Decision-Making Skills

Mid-level leaders' decisions significantly impact the entire organization. In today's dynamic workplace, managers must make decisions efficiently. As leaders advance in seniority, it's crucial for them to have a robust decision-making process that they can clearly communicate to their teams.

In this session, participants explore the essential decision-making components, tools and strategies to improve their current processes. They also learn what is necessary to guide decision-making within their team and how to facilitate those decisions effectively.

Training Objectives

- Build leadership skills and practices to support decision-making that drives both short-term and long-term business results.
- Evaluate the effectiveness of current decision-making principles.
- Apply a 4-step framework designed to inform the decision-making process to real-life situations.
- Explore strategies for supporting the team in making better decisions.

Core Competencies

- Make Quality Decisions
- Develop Business Acumen
- Master Systems Thinking

Core Skills:

- Manage Complexity in Problem-Solving
- Assess Risk Effectively
- Make Timely Decisions

Outcome

- Improve Productivity & Profitability
- Build Organizational Trust and Alignment

For Accelerators

90 minute session
Interactive and virtual

Group Training

Standalone or best paired with DISC Behavior Assessment & Workshop or CliftonStrengths

Resources available post-session

Managing Remote & Hybrid Teams

In "Managing Remote & Hybrid Teams" Group Training Series, we provide best practices to overcome unique challenges of managing hybrid teams. The series guides leaders in creating an equally effective team environment for all team members, instilling trust, flexibility, and productivity in a changing environment.

Training includes:

Session 1

Managers meet the unique challenges of managing hybrid teams by creating alignment through purpose and shared expectations In this session, participants will:

- Evaluate factors within team dynamics and work environments impacting a team's ability to work together cohesively, collaboratively, and productively.

- Apply a 3-step process for creating a sense of shared purpose, driving the team toward common goals.

- Identify 3 key strategies for creating cohesive, collaborative, and productive teams.

- Learn how to drive higher levels of commitment and accountability through shared experiences.

Session 2

Managing a hybrid team is more than just managing individuals; it's about managing expectations in the context of the hybrid work reality. In this session, participants will:

- Grow awareness of unique challenges impacting productivity and well-being on an individual level.

- Examine the connection between challenges and each team member's ability to meet expectations.

- Explore how to effectively communicate and establish performance expectations in a hybrid environment.

- Highlight coaching techniques designed to promote self leadership and accountability.

- Share best practices for setting up leaders and their remote and hybrid teams up for success.

Core Competencies:

- Enhance Communication
- Build Relationships
- Drive Results
- Develop Strategic Agility
- Create High-Performing Teams

Core Skills:

- Motivate & Inspire Team Members
- Navigate Changing Conditions
- Build Trusted Relationships
- Seek Accountability for Self & Others
- Create Team Vision

For Emerging Managers & Accelerators

2× 90 minute sessions

Group Training

Must be taken as part of series, not available as standalone sessions

Resources available post-session

Mastering Remote Work

In "Mastering Remote Work" Group Training Series, we explore the challenges of remote work, how to successfully navigate them, and and how to work more effectively and cohesively as a team. This two-part series encourages participants to share ideas and brainstorm solutions together.

Training includes:

Session 1

Remote work offers unique challenges directly impacting team members' productivity, engagement, and well-being. Inside this session, participants will:

- Explore the challenges faced when working remotely and the impact of these challenges.
- Explore their personal "Why," their purpose, to better align with what's important to them and learn what may be important to others.
- Discover the areas within the team that require more clarification on how to work best together.
- Understand the benefits of shared expectations.
- Learn how to have a courageous conversation to address misaligned expectations.

Session 2

Meeting performance expectations inside a remote work environment requires clear communication of expectations between managers and team members. Inside this session, participants will:

- Explore remote work challenges and influence on productivity and performance.
- Brainstorm solutions with their peers on how to address these challenges realistically and share best practices with the group.
- Learn what they can do to ensure they have clear expectations.
- Practice having courageous conversations.

Core Competencies:

- Build Relationships
- Promote Innovation & Transformation
- Develop Self-Awareness & Management

Core Skills:

- Pursue Self-Development
- Build Trusted Relationships
- Have Courageous & Difficult Conversations

For Emerging Managers & Individual Contributors

2× 90 minute sessions

Group Training

Must be taken as part of series, not available as standalone sessions

Resources available post-session

Advancing Women in Leadership

The Advancing Women in Leadership training series tackles common hurdles women leaders face in growing their careers and other challenges they encounter.

The goal is to empower women to tap into their full potential and define their leadership with awareness and action.

Core Competencies:

- Self-Awareness & Management
- Innovation & Transformation
- Systems Thinking
- Communication

Core Skills:

- Personal Awareness
- Network Building
- Self-Development

For Emerging Managers & Accelerators

45 min Kick-Off
90 min Learning Sessions
45 min Capstone

Group Training

Must be taken as part of series, not available as standalone sessions

Resources available post-session

Advancing Women in Leadership Sessions

The series begins with a kickoff to help build community, establish group norms, and set mutual expectations for a supportive learning environment. After each session, participants develop a personalized action plan.

Session 1: Self-Permission

Participants explore what is important to them through their values, and what success looks like. In this session, participants will:

- Discover the impact women have on business globally
- Set the foundation for a personal leadership agenda and define a vision for success
- Identify opportunities to realign leadership activities to personal values

Session 2: Self-Awareness

Many people don't realize the long held habits that limit them in their careers. In this session, participants will:

- Discover 12 self-sabotaging habits blocking personal leadership agendas
- Identify personal habits 'blocking' achievement of greater levels of career success
- Explore strategies designed to 'break' habits holding women back

Session 3: Self-Mastery

Part of an intentional career journey is becoming more strategic in building relationships and meet others who can endorse their skill sets. Inside this session, participants will:

- Explore tactics for advancing personal leadership agenda
- Evaluate + Map personal network of strategic relationships
- Identify opportunities for building + strengthening their personal network

Session 4: Self-Promotion

People often avoid self-promotion, but effectively sharing their story is crucial for building personal brand and advancing their career. In this session, participants will:

- Explore concepts of 'self promotion' and 'personal branding'
- Discover and practice the art of storytelling to help others recognize their strengths, skills, and added value
- Engage in learning integration exercise to support application of learning

Capstone

We close the sessions with the participants reflecting on the learning, the impact it has had on them as leaders, and discover ways to become a change agent in women's leadership.

Fostering an Inclusive Culture

Diversity awareness is crucial in our connected world. The "Fostering an Inclusive Culture" Group Training Series promotes understanding and harmony among people of different backgrounds, cultures, ages, races, genders, sexualities, religions, physical conditions, and beliefs.

Trainings include:

Session 1: Foundations of Diversity, Equity & Inclusion

An introduction to the key concepts and principles that underpin DEI in modern workplaces - hybrid, remote, and in-person. Participants will learn how to create DEI awareness and understand each other's biases.

Session 2: Uncovering Hidden Bias

Biases and unconscious bias are part of how we process our experiences. In this session, participants will uncover hidden biases and unconscious bias as part of how we process our experiences.

Session 3: Creating a Culture of Allyship

By understanding and identifying microaggressions, recognizing privilege, and leveraging the power to create change, leaders can nurture meaningful allyship.

Core Competencies:
- Self-Awareness & Management
- Integrity
- Inclusiveness
- Communication
- High-Performing Teams

Core Skills:
- Personal Awareness
- Emotional Intelligence
- Self-Development
- Values & Bias Awareness

For All Managers

3 × 120 minute sessions

Group Training Series

Sessions 2 and 3 are available as standalone sessions

Resources available post-session

Uncovering Hidden Bias

Hidden biases are underlying assumptions, stereotypes, and attitudes that we unconsciously make toward an individual or group. Managers who consistently explore potential biases create inclusive and diverse thinking teams while improving decision-making.

In this session, participants will learn how to address bias at the individual level and explore common biases. As managers, they will be empowered to contribute to making the workplace a more inclusive one.

Training Objectives

- Explore common unconscious biases such as Confirmation, Anchoring, In-Group, Negativity, Attribution, and Sunk-Cost Bias.
- Identify how unconscious bias shows up in leadership.
- Experience the impact unconscious bias has on routine decisions through case scenarios and discussion.
- Apply key concepts to a personal development plan.

Core Competencies

- Develop Self-Awareness & Management
- Promote Inclusiveness
- Make Quality Decisions

Core Skills

- Grow Personal Awareness
- Demonstrate Curiosity
- Embrace Diverse Perspectives

Outcome

- Broaden Perspectives and Understanding
- Improve Productivity & Customer Satisfaction

For All Managers

120 minute session Interactive and virtual

Group Training

Available as a standalone session or part of a series

Resources available post-session

Creating a Culture of Allyship

Allyship disrupts the cycle of inequity and benefits everyone, including the organization. The difficult aspect of allyship is that although individuals may consider themselves allies, their behaviors don't always translate to underrepresented populations.

In this session, participants explore what they, as individuals, can do to confront and minimize microaggressions and become allies for one another by leveraging their privilege and power.

Training Objectives

- Identify microaggressions and their unintentional impact.
- Discuss how to interrupt microaggressions as an ally.
- Explore the meaning of privilege and power in their different forms and how they relate to allyship.
- Understand what it means to be an ally and what it takes from each individual.

Core Competencies

- Promote Innovation & Transformation
- Develop Integrity
- Build Relationships

Core Skills:

- Cultivate Trust
- Demonstrate Empathy
- Demonstrate Dignity and Respect for Others

Outcome:

- Create an Inclusive Organizational Culture
- Show Increased Innovation, Productivity, and Engagement

For All Managers

120 minute session
Interactive and virtual

Group Training

Available as a standalone session or part of a series

Resources available post-session

DISC Behavioral Assessment & Workshop

DISC is a behaviorally-based, scientifically-validated assessment providing insight that managers can use to to improve communication, reduce stress and tension, and build effective teams.

In this session, participants learn about their communication style, how to identify the styles of others, and tips to flex their style to better meet the needs of their team members.

Training Objectives

- Complete individual DISC assessment and review results.
- Explore the behaviors of each DISC style.
- Examine how the DISC styles show up in everyday behaviors.
- Explore how to flex DISC styles to meet the communication needs of others.

Core Competencies

- Grow Self-Awareness
- Promote Inclusiveness
- Create High-Performing Teams
- Enhance Communication

Key Skills

- Learn Flex Communication Style
- Have Emotional Intelligence
- Drive Employee Engagement

Outcome

- Enjoy An Inclusive Organizational Culture
- Create Increased Productivity

For All Managers

90 minute workshop session Interactive and virtual

Group Training

Recommended to follow with DISC Capstone to practice apply skills in simulated and real-life situations

Post-session supportive resources

CliftonStrengths for Intact Teams & Managers

Understanding your strengths unlocks your full potential and leads you to greater performance. CliftonStrengths group training 3-part series is available for intact teams and for managers who are not part of an intact team.

Training includes:

Session 1: Unleashing Your Uniqueness

This session focuses on increasing awareness of individual strengths and an ability to call on these strengths in any given situation. Participants will gain an in-depth understanding of the CliftonStrengths philosophy.

Session 2: Leveraging Your Strengths

Participants gain a new appreciation for other people's strengths and an awareness of how differences can be complementary and supportive.

Session 3: Strengths-based Teams

Participants develop a collective understanding of their team's strengths and start integrating them into the team culture. The team commits to using strengths through a new framework of accountability

Core Competencies:

- Self-Awareness & Management
- Integrity
- Inclusiveness
- Communication
- High-Performing Teams

Core Skills:

- Personal Awareness
- Emotional Intelligence
- Self-Development
- Practices Strengths-based Leadership

For All Managers

3 × 90 minute sessions

Group Training

CliftonStrengths: Unleashing Your Uniqueness

Higher engagement leads to higher productivity, customer ratings, and, ultimately, higher profitability.

In this session, we provide participants a foundational understanding of CliftonStrengths, the impact of leveraging and developing strengths, and a deep dive into the participant's top 5 strengths.

Training Objectives

- Gain understanding of the CliftonStrengths philosophy.
- Develop a new awareness of their Top 5 Strengths based on the Insights report.
- Explore and share the meaning behind their strengths.
- Identify how to leverage those Strengths every day for success in the workplace.

Core Competencies

- Self-Awareness
- Building Relationships
- Communication

Key Skills

- Leverage Strengths
- Practice Strengths-Based Leadership
- Self-Development

Outcome

- Increased Inclusive Leadership
- Exceptional Performance
- Increased Employee Engagement

For All Managers

90 minute workshop session Interactive and virtual

Group Training

Recommended to follow up with Group Coaching or Capstone Session to practice what they've learned

Post-session supportive resources

CliftonStrengths: Leveraging Your Strengths

Participants gain a new appreciation for other's strengths and an awareness of how differences can be complementary and supportive.

In this session, participants will identify their own strengths and and learn how to apply them to their work.

Training Objectives

- Explore individual strengths to identify what they bring to the team and what they need from the team.

- Examine the power of partnerships to complement their Top 5 Strengths.

- Share insights about how each person's strengths can support you and others.

Core Competencies

- Grow Self-Awareness
- Build Relationships
- Enhance Communication

Core Skills

- Leverage Strengths
- Practice Strengths-Based Leadership
- Pursue Self-Development

Outcome

- Build Strategic Partnerships
- Increase Trust
- Create a Collaborative Work Environment

For All Managers

90 minute workshop session Interactive and virtual

Group Training

Recommended to follow up with Group Coaching or Capstone Session to practice what they've learned

Post-session supportive resources

CliftonStrengths: Strength-Based Teams

Participants develop a collective understanding of the team's strengths and start to integrate them into the team's culture.

In this session, participants deepen their understanding of the benefits of leaning into individual and team strengths.

Training Objectives

- Review the Strengths-Based Team Model and determine how it can be a tool for elevating team performance.
- Examine ways to utilize strengths for continued personal and team development.
- Construct an Action Plan bringing together all components of Strengths.

Core Competencies

- Create High-Performing Teams
- Have Strategic Agility
- Enhance Communication

Core Skills

- Leverage Strengths
- Practice Strengths-Based Leadership
- Plan Strategically

Outcome

- Increase Team Productivity & Collaboration
- Increase Employee Engagement

For All Managers

90 minute workshop session Interactive and virtual

Group Training

Recommended to follow up with Group Coaching or Capstone Session to practice what they've learned

Post-session supportive resources

LARGE VIRTUAL EVENTS

Large Virtual Events

When organizations need to ensure critical messaging reaches everyone across an organization, it can be challenging to ensure concepts are not only heard, but also understood.

Our Large Virtual Events support organizations in reaching larger audiences with critical messaging in a meaningful and engaging way. They bring key communication and concepts to organizations through highly interactive virtual sessions.

What to Expect From Large Virtual Events

- Highly interactive and engaged settings: Participants participate in both individual and large group activities and exercises, group discussions, breakout sessions and action planning.

- Extended learning support beyond the session to help put manager's skills to the test and continue to grow.

- Engaging learning experiences for up to 50 individuals per session

- 90-minute sessions.

Leading Through Change

Organizations evolve through individual change, and globalization increases its impact. Effective change leadership balances adapting to people's needs with meeting organizational goals, maintaining productivity, lowering resistance, boosting morale, reducing turnover, and sustaining profitability.

Trainings include:

Session 1: Communication Strategies That Motivate & Inspire

Whether change is happening on an organizational, team or individual level, this session provides strategies that motivate and inspire.

Session 2: Creating Cohesive & Collaborative Teams

Managers discover their strengths and an ability to call on what's most needed in any situation. This session creates a practical framework for bringing teams together in a cohesive and collaborative way during any type of organizational change.

Session 3: Creating a Culture of Self-Leadership & Accountability

Participants develop a new lens to better understand and engage their team. This session focuses on what leaders can do to help motivate and inspire their teams to take ownership of their individual success, as well as the success of their team.

Core Competencies:

• Promote Innovation & Transformation
• Have Strategic Agility
• Build Relationships
• Pursue Inclusiveness
• Enhance Communication
• Create High-Performing Teams

Core Skills:

• Practice Engaged Listening
• Coach Others
• Provide Feedback & Recognition
• Create Team Vision
• Seek Accountability for Self and Others
• Motivate & Inspire Team Members

For All Managers

3 × 90 minute sessions
Large Virtual Event

Extended learning opportunities

Communication Strategies That Motivate & Inspire

Change within the business landscape is nothing new. Teams today need to be able to move forward in an ever-changing landscape.

Acquisitions, mergers, layoffs, re-branding, and launching new product lines and services are nothing new. In this session, participants are equipped with communication strategies that uncover psychological impact and motivate and inspire continued growth.

Training Objectives

- Discover the psychological impact of change and why it's critical to address it.
- Explore a Conversation Framework designed to move everyday conversations from exploration of challenges to moving forward with change.
- Spark connection between who we are, what we do, and the 'big picture' of change.
- Communicate strategies designed to cultivate continued progress and growth.

Core Competencies

- Create High-Performing Teams
- Promote Innovation & Transformation
- Build Relationships

Core Skills

- Provide Feedback & Recognition
- Motivate & Inspire Team Members
- Practice Engaged Listening

Outcome

- Enjoy An Environment of Continuous Learning
- Benefit from Increased Employee Engagement

For Emerging Managers & Accelerators

90 minute session Interactive and virtual

Large Virtual Event

Extended learning opportunities

For up to 50 participants

Leading Cohesive & Collaborative Hybrid Teams

Large-scale organizational change can create isolated team members as they individually redefine their circumstances. Leaders need tools to engage, particularly remote & hybrid teams, to provide connection, priorities, understanding, and support.

In this session, participants explore how large-scale organizational change can splinter teams. They learn strategies to employ to counter this and encourage team collaboration.

Training Objectives

- Explore critical leadership skills that promote a thriving hybrid work environment.
- Define and unite teams through shared purpose.
- Differentiate the impact of cooperative vs. collaborative team environments.
- Build collaborative mindsets across teams and the organization.
- Create a connection between leadership strategies and a work environment that fosters inclusion and psychological safety.

Core Competencies

- Create High-Performing Teams
- Have Strategic Agility
- Build Relationships

Core Skills

- Create Team Vision
- Align Vision & Strategy
- Collaborate

Outcome

- Drive Organizational Resilience
- Increase Employee Engagement and Productivity

For Emerging Managers & Accelerators

90 minute session Interactive and virtual

Large Virtual Event

Extended learning opportunities

For up to 50 participants

Creating a Culture of Self-Leadership & Accountability

Creating a culture of accountability is about developing self-leaders who are given ownership of their success and empowered to achieve it. Self-leaders are inspired to contribute knowledge, skills, abilities, passions, and values, driving their highest levels of potential.

In this session, participants discover the connections to unlock self-leadership and accountability and learn simple, practical leadership strategies designed to ignite self-leadership and accountability.

Training Objectives

- Highlight 3 key components of effective coaching conversations.
- Explore a coaching framework designed to advance conversations from exploration to taking action.
- Learn how to use the coaching framework in different scenarios.
- Participate in both large and small group coaching practice group exploration and small group coaching practice.

Core Competencies

- Grow Self-Awareness & Self-Management
- Promote Innovation & Transformation
- Make Quality Decisions

Core Skills:

- Grow Personal Awareness
- Seek Accountability for Self & Others
- Drive Performance Management

Outcome:

- Improve Resilience
- Increase Performance

For Emerging Managers & Accelerators

90 minute session Interactive and virtual

Large Virtual Event

Extended Learning opportunities including activity templates

For up to 50 participants

Using CliftonStrengths in the Flow of Work

Employees disengage with organizations when they don't feel valued or heard, ultimately leading to a decline in productivity and performance. The true power of CliftonStrengths lies in its ability to foster better and more productive working relationships among team members and peers.

Managers who integrate CliftonStrengths into their leadership style see higher employee engagement, buy-in, and increased trust on their teams. In this session, participants will learn practical applications of CliftonStrengths in building organizational relationships and increasing the engagement and productivity of their teams.

Training Objectives

- Increase confidence in speaking about CliftonStrengths within the organization.
- Discuss how CliftonStrengths can help build effective partnerships where each person complements the other.
- Explore a simple way to understand teams better and leverage CliftonStrengths to identify where they may excel and where they may face challenges.
- Practice with a tool to encourage a Strengths dialogue with team members.

Core Competencies

- Grow Self-Awareness and Self-Management
- Have Strategic Agility
- Build Relationships

Core Skills:

- Leverage Strengths
- Practice Strengths-based Leadership
- Pursue Self-Development

Outcome

- High Impact Teams
- Enjoy Exceptional Performance Across the Organization
- Increase Individual Strengths & Awareness

For Emerging Managers & Accelerators

90 minute session Interactive and virtual

Large Virtual Event

Recommended to follow up with Group Coaching or Capstone Session to practice what they've learned

Extended Learning opportunities

**Other Programs Available As
Large Virtual Events**

Processing Change

Beating Burnout

Managing Career Development

Maintaining Cohesive & Collaborative Teams During Change

Impact Dashboard

Measuring the impact of New Level's coaching and training programs is critical for accelerating leadership development. We use a combination of Kirkpatrick and Phillips methodologies to gauge progress, effectiveness, and business impact. Request a demo to explore New Level's Impact Dashboard.
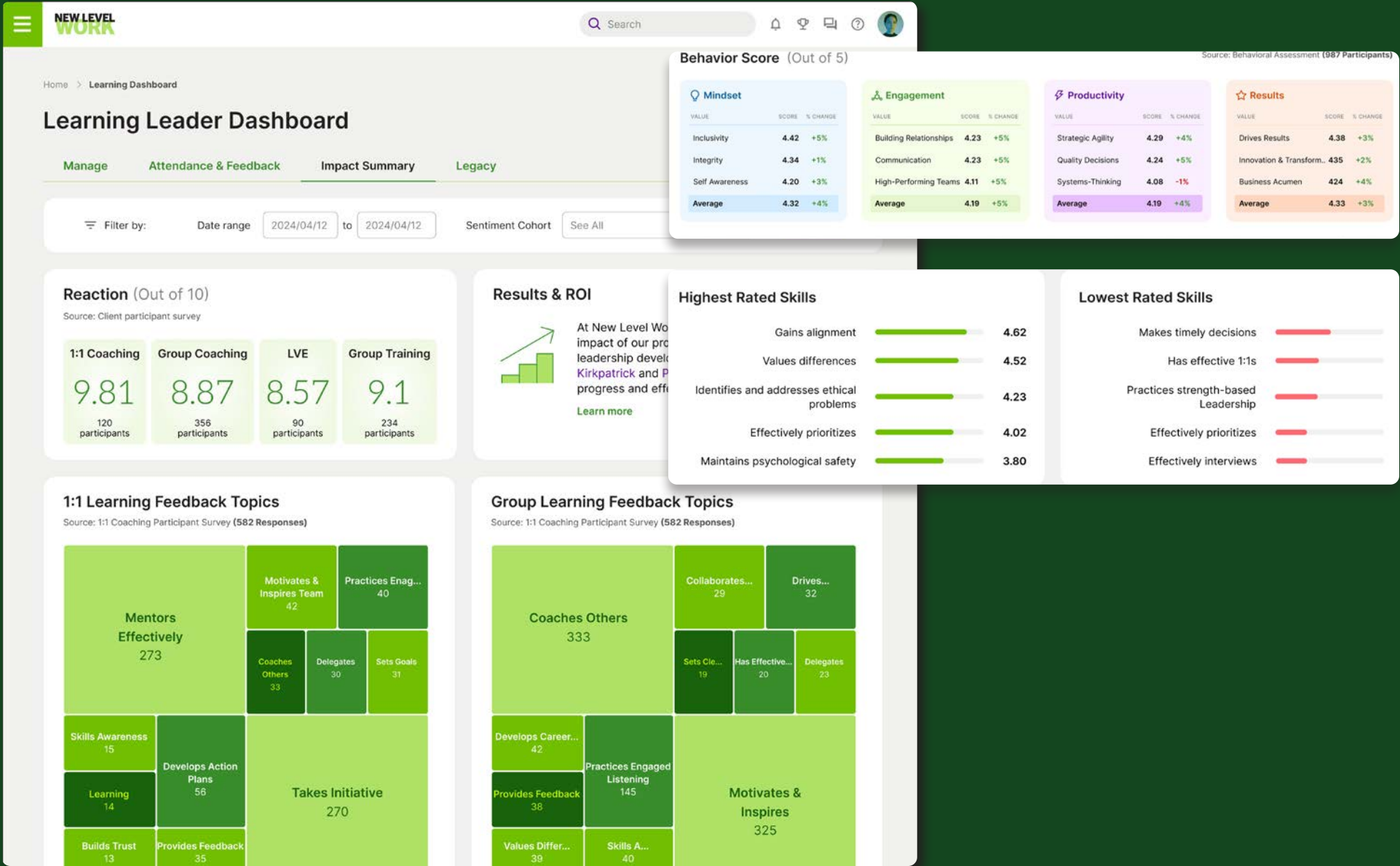
The New Level Flex Account

Introducing New Level Work's Flex Account Program, a versatile payment model that empowers learning leaders with a credit system, making planning and adjusting leadership development needs simple and effective.

How Does It Work?

The Flex Account is the way to purchase our programs using credits, which can be applied to our entire program library. This provides you with the flexibility to change programs and focus as needed. It also enables the allocation of available budget for immediate and future initiatives.

Flexible Benefits:

- Buy once and use as needed on our entire content library
- Adaptive to organizational changes and your business needs
- Buy more and get more bonus credits to accelerate the impact
- No more expiring license or the need for an annual renewal

Premium ANNUAL	**Advanced** ANNUAL	**Enterprise** ANNUAL
Free Bonus credits **2.5%**	Free Bonus credits **7.5%**	Free Bonus credits **10%**
Participant Engagement Co-branded Kickoff (annual) **2**	Participant Engagement Co-branded Kickoff (annual) **3**	Participant Engagement Co-branded Kickoff (annual) **4**
Onboarding Support	Onboarding Support	Onboarding Support
Impact Dashboard	Impact Dashboard + Quarterly Reporting	Impact Dashboard + Quarterly Reporting **+ Customization**