



LEADERSHIP

Give the next generation the skills they need to lead

PeopleSIM™ for leaders	Executive Challenge™ for leaders	Business Challenge™	Management Challenge™
<p><i>Performance-coaching skills for first- and second-level leaders</i></p>	<p><i>Business strategy skills for high-potential leaders</i></p>	<p><i>Business and financial acumen and decision-making skills for first- and second-level leaders</i></p>	<p><i>Talent-management skills for first- and second-level leaders</i></p>
<p>Participants address performance gaps and establish expectations in a realistic setting while receiving immediate continuous feedback. <i>Optional classroom and/or virtual classroom elements create a fully transformative experience.</i></p>	<p>Participants are immersed in a high-pressure environment where they challenge themselves to move beyond the functional silos that dominate their thinking and work in teams to develop organizational strategy.</p>	<p>Participants work in teams in a fictitious organization where they're challenged to make vivid connections between their everyday decisions and the impact those decisions have on the company's financial goals.</p>	<p>Participants work in teams in a competitive environment where they strive to deliver the highest return on human resources by identifying, motivating, coaching and developing talent.</p>
<p>Your leaders learn to:</p>	<p>Your leaders learn to:</p>	<p>Your leaders learn to:</p>	<p>Your leaders learn to:</p>
<ul style="list-style-type: none"> • Apply 5 key success factors to increase coaching success 	<ul style="list-style-type: none"> • Develop and present a strategic plan that incorporates short- and long-term objectives 	<ul style="list-style-type: none"> • Analyze your business from multiple viewpoints 	<ul style="list-style-type: none"> • Prioritize and match employee motivations to business initiatives that drive results
<ul style="list-style-type: none"> • Use a 7-step process for conducting effective performance-coaching conversations 	<ul style="list-style-type: none"> • Maximize profit by using tools and techniques to maximize resources 	<ul style="list-style-type: none"> • Interpret financial statements, and base decisions on financial criteria 	<ul style="list-style-type: none"> • Set clear expectations, and provide meaningful feedback
<ul style="list-style-type: none"> • Uncover the source of substandard performance 	<ul style="list-style-type: none"> • Identify opportunities for value creation through collaboration with other departments, and develop communication plans to realize those opportunities 	<ul style="list-style-type: none"> • Conduct breakeven analysis, and predict the impact cost structure has on financial performance 	<ul style="list-style-type: none"> • Uncover intrinsic employee motivation, and create stretch assignments
<ul style="list-style-type: none"> • Create an action plan that is specific, measurable, action-oriented, reasonable and time-bound 	<ul style="list-style-type: none"> • Maximize personal effectiveness through improved communication skills and the ability to give and receive feedback 	<ul style="list-style-type: none"> • Distinguish cash flow and accrual accounting net income 	<ul style="list-style-type: none"> • Prioritize opportunities to coach and motivate your company's talent pool
<ul style="list-style-type: none"> • Utilize active listening skills 	<ul style="list-style-type: none"> • Develop a plan for cross-functional communication and conflict resolution 	<ul style="list-style-type: none"> • Perform discounted cash flow analysis 	<ul style="list-style-type: none"> • Map career paths, and build skill sets
<ul style="list-style-type: none"> • Manage confrontation appropriately 	<ul style="list-style-type: none"> • Manage unexpected ethical issues and dilemmas 	<ul style="list-style-type: none"> • Understand what drives your company's shareholder value 	
	<ul style="list-style-type: none"> • Use customer and competitive knowledge to deliver innovative solutions 	<ul style="list-style-type: none"> • Work with a team to make collaborative decisions 	
<p>Online performance support that can be enhanced via classroom or VILT</p>	<p>Technology-driven classroom simulation</p>	<p>Web-based experience delivered via classroom or VILT</p>	<p>Web-based experience delivered via classroom or VILT</p>
<p>6 to 8 hours</p>	<p>1 or 2 days</p>	<p>1 day</p>	<p>1 day</p>
<p>English</p>	<p>English. We will subsidize translation into Spanish, French or German.</p>	<p>English. We will subsidize translation into Spanish, French or German.</p>	<p>English. We will subsidize translation into Spanish, French or German.</p>