

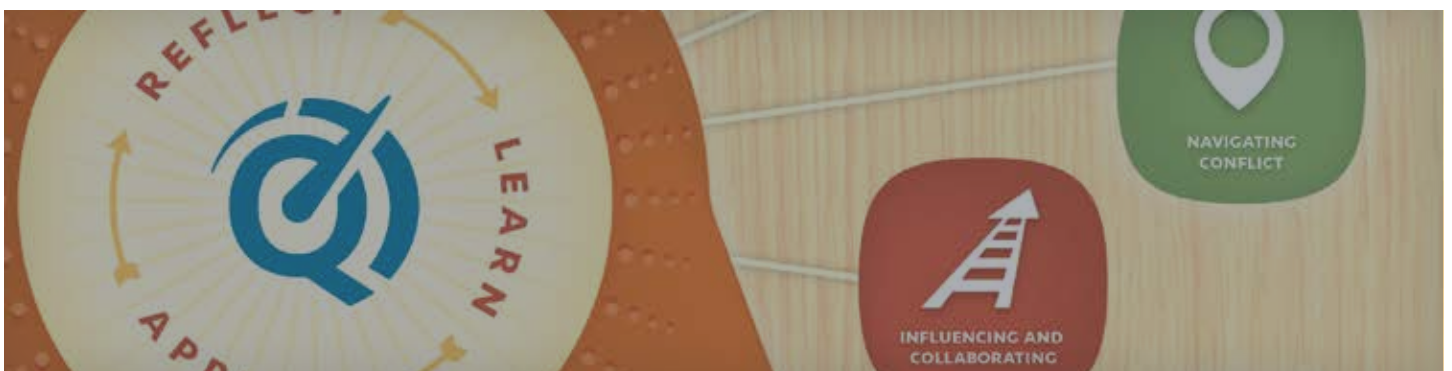
QUICKSTART FOR MANAGERS

CRITICAL
MANAGEMENT
SKILLS, LESS TIME,
BREAKTHROUGH
RESULTS

Managers are the catalysts for stronger, healthier, and more highly engaged organizations. Managers engage employees to contribute their full potential and instill teams with accountability, excellence, and innovation. Managers are often the secret ingredient to creating environments where employees give discretionary effort and results exceed what is expected.

But more often than not, we see managers struggle to lead others and maximize their impact. QuickStart gives managers the critical boost they need in people skills to start making a difference and achieving new results.

This cutting edge management development program combines bite-sized, instructor-led virtual learning sessions with on-the-job application and real-time coaching. Each QuickStart session provides practical models and tools that managers can apply immediately, equipping them to maximize their impact from day one of the program. It is a combination that gives participants critical management skills in less time with breakthrough results.



THE EXPERIENCE

QuickStart for Managers is a laser-focused, bite-sized learning experience that builds critical management skills in a short period of time. It has eight interactive modules that combine practical tools with on-the-job application exercises and one-on-one coaching. The modules are scoped tightly around the critical roles a manager plays and bring participants together as a cohort (virtual or in-person) to create a community of practice and support. This leading edge program is one of our most popular offerings and gives participants the tools they need to succeed as managers and unlock their people potential.

“These sessions provided me the confidence and the skill to build stronger teams, develop my employees, and hold others accountable to deliver results.” *Manager, Marketing & Publications*

- Eight interactive virtual sessions
- Learn practical, must-know models and tools
- Apply tools in real-world situations
- Receive four months of on-call coaching

Our manager development program is packed with deep thinking, cutting-edge science, and a lot of business savvy and ChangeFusion style. We designed our content based on years of business expertise equipping managers and leaders to succeed in diverse sectors around the globe. Our tools are honed from the latest thinking in leadership, organization development, behavioral science, and performance management.



EXPLORING YOUR ROLE AS MANAGER



PROVIDING HIGH-IMPACT FEEDBACK



MOTIVATING AND ENGAGING OTHERS



NAVIGATING CONFLICT



INFLUENCING AND MANAGING UP



BUILDING HIGH PERFORMANCE TEAMS



MANAGING FOR RESULTS



REALIZING YOUR IMPACT

LEARNING OUTCOMES

Maximize your impact as a manager through eight skill-focused sessions...

- **Exploring your role as a manager:** Learn a framework for what successful managers do and how to develop a game plan for success.
- **Managing for results:** Increase ability to delegate and set goals in a manner that instills accountability and empowers results.
- **Motivating and engaging employees:** Understand how to use key motivation levers to motivate and engage employees to contribute their full potential.
- **Providing high-impact feedback:** Develop the ability to give feedback in a way that has impact and motivates behavioral change.
- **Navigating conflict:** Learn approaches to deal with differences and conflict, including a model for difficult performance conversations.
- **Building high-performance teams:** Explore the elements of high performing teams and how you can increase your team's effectiveness.
- **Leading change:** Understand typical employee reactions to change and ways to build buy-in and commitment to successfully lead change.
- **Realizing your impact:** Identify where and how to adapt your leadership style based on the situation to maximize your impact.

“This class provided me with all the tools for success. I have more than enough new practices to implement over the next two years.”
Manager, Compliance & Security

OUR DIFFERENTIATORS



Our curriculum is tailored and relevant.

We design these bite-sized course to hone in on the skills managers and leaders need to be successful. We make the learning relevant by focusing on real-world application and surfacing examples from participants. On top of that, our facilitators have extensive experience as managers themselves. They know their stuff and they know how it works in the real world.



We make the training work for you.

QuickStart sessions are bite-sized and easy to fit into your workday. We keep the learning fast-paced and focused, helping you get maximum value for minimum time.



We support participants in realizing deep change.

Tapping into your full potential is a deep and personal change journey. Our facilitators stretch and challenge participants with compassion to help them dive deeply into the mindset they need to succeed.



Cutting-edge tools ready for application.

Each session comes with easy to use, ready to apply tools. These tools are designed using the latest research in performance management and behavioral science. We know they work and we've seen our clients apply them effectively for greater results.



“This program is making a difference in our organization.”

Senior Leader, Federal Government

LET'S GET DOWN TO BRASS TACKS.

| | |
|---------------------------|--|
| Tuition/cost | \$1,995.00 |
| Duration | Eight two-hour trainings spread out over four months |
| 2016 cohorts | July cohort: 7/14, 7/28, 8/11, 8/25, 9/8, 9/22, 10/6, 10/20 (9:30-11:30am EST) Sept. cohort: 9/13, 9/27, 10/11, 10/25, 11/8, 11/22, 12/6, 12/20 (2:30-4:30pm EST) |
| Average class size | 12-16 |
| Who should attend | Managers (all levels) |
| Location options | We customize and run this program on-site in our clients' facilities and offer a virtual program that is open for individual sign-up |
| What's included | Personal DiSC and TKI assessment reports, on-call, one-on-one coaching, a comprehensive toolbox of manager tools, and ChangeFusion workbook |



OUR CRED\$

1000+

people trained in this program to date

4.9/5

program effectiveness and facilitator quality

“Excellent facilitators who promoted strong participation. Activities were engaging and balanced.”

**CRITICAL SKILLS.
LESS TIME.
BREAKTHROUGH RESULTS.**
CONTACT US TODAY.



ChangeFusion helps organizations achieve change, define strategy, shift culture, and build the capacity of their leaders and people. We do it with hard-hitting business acumen, heart, soul, and style. Call 571.405.6798 today to learn more.

©2015 ChangeFusion, LLC. All rights reserved.