



Professional Management Training

Most managers lack the experience and training to guide their people and their businesses through difficult situations. We prepare your managers with the skills and tools necessary to minimize risk, calm nerves and maintain a steady focus on their business, especially in times of change and transition. While most of our participants are highly skilled in their particular area of specialty, many lack the formal training in leadership effectiveness and professional management methods. Our programs provide participants with the advanced skills and tools necessary to think more strategically about leading their people and growing their businesses.

MANAGER TRAINING

MANAGERS IN TRANSITION PROGRAM

Our Managers in Transition Program helps build team cohesion by focusing on the challenging people issues associated with mergers and other transitions. These softer issues are often what will make or break the success of a merger.

Together, we'll work to preempt the turf wars and culture clashes that predictably develop following a merger or acquisition. We work to get all of the managers talking and working together as a team, and breaking down cliques before they have time to take root. Managers will develop approaches to address the lack of trust and the silent opposition. We help them understand that change can be an opportunity for growth and that those with an open mind, who are flexible and who have a good attitude tend to do better in this environment.

During transitional periods, management must remain focused on the people issues, productivity and client retention. These are all topics of our program and at the core of a successful business combination.



MANAGER TRAINING & DEVELOPMENT

High-performing employees are often considered for promotion to a managerial role. At this stage, their technical skills will be overshadowed by the need for leadership competencies, such as: communication skills, delivering results through others, managing multiple priorities, strategic thinking and business planning.

We offer a comprehensive program to develop the skills required of leaders. This involves a formal curriculum, online and workbook-based reinforcement, confidential executive coaching and comprehensive goal setting based on the results of pre-course interviews and surveys.