

The Vertical Manager

*When leaders do their jobs well, employees do theirs well too.
High performing leaders should be an organization's most valuable asset.*

To be effective in today's complex business environment, people who are in leadership roles need to have the skills to lead and to manage. One without the other renders the person ineffective.

The Vertical Manager I is our Foundational Program for leadership and management development. It covers the essential leadership and management skills, tools, and processes required to influence and inspire employees and team members to the highest levels of performance.

Based on each organization's unique needs and goals, learning modules are selected based on a menu of possible programs. This program focuses intensively on skill development and application through reinforced practice - using real life simulation exercises.

Participants leave the program with the skills and the confidence to apply their learning on the job.

KEY OUTCOMES

- The Mindset for leadership excellence, which includes heightened self-awareness, self-management, social and interpersonal awareness, and relationship management.
- The essential leadership and management skills, tools, processes, and techniques to lead and manage today's diverse workforce.
- Stronger collaboration and cohesiveness amongst program participants.
- Strong accountability to implement the learning on the job.
- A measurable plan to implement the learnings in an applied workplace project.
- Improved team and organizational performance.

KEY FOCUS AREAS

- Mindset for Excellence
- Organizations choose from a menu of modular leadership and management skills and tools those areas of development that are in greatest need in the business. The various components of this program can be seen in our Modular Programs Overview.
- On the job application of the skills after each module and on a real work project.

TARGET AUDIENCE

This program is applicable to all people leaders (new and emerging, new to the business, and those who have not received formal education in leadership and management principles and practices) who are accountable for the performance and engagement of team members. The skills learned in this program are FOUNDATIONAL and ESSENTIAL to people management.

PROGRAM DURATION

5 to 7 days (spread over 3-5 months in-class + 12 months sustainment) and includes focus on a specific work project, and Team Accountability Groups to ensure skill application and sustainment.