



The **Modern Managers Leadership Series** is an **experience-based** virtual program for managers to improve their people skills to more effectively respond to challenging situations, especially during times of uncertainty and constant change.

Training: This turnkey program includes six learning dash courses, each equivalent to a half-day of leadership content, completed over several months (or at your convenience). Every program includes bite-sized interactive self-study learning assignments, completed at the learner's convenience, over 5 days with a culminating 90-minute live virtual training on the last day.

Your managers and leaders can participate in a cohort of 20 to 25 managers from your. Your managers can sign up for any or all of our six experience-based virtual programs. For example, an organization could choose three of our six topics for a group of managers for a customized series over a period of time, schedule at your convenience.

Filled with fresh curated content, assessments, and action planning tools, our Modern Managers Leadership Series is designed to help your managers **transition into a managerial role, lead remote teams, be resilient in the midst of uncertainty and change, have difficult conversations, build coaching skills and lead with emotional intelligence**, resulting in strengthened learning agility, improved work relationships and better business results.

Per person fee: \$249 per course*, one FREE course if participants register for all six courses for \$1195 (Valued at \$1393)

**Being Resilient Amidst Change, Growth and Uncertainty is \$399 per person with two consecutive 90 minutes live virtual training sessions on the same day and is equivalent to a full day of leadership content.*

BEST PRACTICES FOR LEADING HYBRID & REMOTE TEAMS

PROGRAM DESCRIPTION

Best Practices for Leading Hybrid & Remote Teams is an experience-based virtual program to help managers and leaders understand and overcome the unique challenges that exist for both leaders and team members of remote teams while providing useful concepts and tools to increase team performance and effectiveness.

The mission of this course is to provide your leaders and managers with the training they need to create highly engaged and accountable teams, use regular and effective communication methods and strengthen relationships with remote team members while achieving business results.

Time investment: 30 minutes of self-study for five days plus one 90-minute live virtual session on day five, equivalent to a half day of leadership content.

Leader return on investment: Program insights and outcomes include helping your leaders and managers:

- Understand what it takes to create a highly engaged and accountable team
- Develop regular and effective team communication methods
- Improve and build relationships with and among remote team members
- Establish agreements with remote workers and between team members to maintain team productivity and connectedness

Our program is a powerful, interactive virtual experience that integrates with Microsoft Teams including:

- Peer Learning: Social community interaction between participants and instructor/coach
- Pre and post measurement to demonstrate improvement and program evaluation
- Downloadable tools, models and worksheets
- Fresh curated content including videos, reflection questions and application exercises
- 90-minute live virtual training session to deepen learning and application with peers
- Manager follow-up coaching tip sheet to support and reinforce the training
- Access to online content and live virtual session recording for one year
- Optional 1:1 written coaching feedback through week-long program (additional \$50 per person)
- Optional follow-up reinforcement session(s) to practice and receive coaching and feedback (\$50 per person)

Pricing: \$199 per person

For Questions: Contact Diane Kubal, dk@fulcrumnetwork.com, 630-548-4000

Moving From Bud to Boss

The Mindset of the Successful New Manager

PROGRAM SUMMARY

Making the transition from employee to manager for the first time can sometimes be a stressful and challenging event. Companies might hire new college graduates and put them in a supervisory role for the first time because of their education, training and knowledge. However, most companies like to promote from within for several reasons:

- Current employees know the operations of the business and understand how things are done in the company
- Internal employees are usually promoted because they are very good at what they do and have developed specialized skills. It seems natural that the next logical career step would be into a management role.
- Promoting from within also validates an employees' value and contribution to the business and can act as a motivator and incentive to excel.

Regardless of how individuals end up in their first management role, the experience is unlike anything they will encounter as they continue to get promoted up the organizational ladder.

Many times, new supervisors or managers find that their expectations of their first supervisory experience are incomplete and simplistic. Once in a management role, they realize that management has more demands, administrative tasks, planning, organizing, and people challenges than they ever expected.

In this program, participants will explore the challenges and opportunities that all new managers face when making that first leap into a supervisory role. To be successful, new managers need to embrace a collaborative mindset and earn the trust and respect of their team, which may be difficult to do if they are now managing people they once worked with side by side.

In this program you will learn about:

- new manager mistakes and how to avoid them
- the key roles and competencies of management
- your DISC work style and how your style's strengths and opportunities impact your effectiveness as a manager
- challenges and opportunities for the new manager in any organization
- best practices that can encourage mutual respect between the employee and manager
- your greatest opportunities to step up as a manager and embrace success!

Building Your Leadership Coaching Skills

PROGRAM SUMMARY

“Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.”

— Sheryl Sandberg

The skill of effectively coaching employees is essential to a leader’s ability to help people develop to their fullest potential and motivate them to contribute at their highest level. Great coaches cultivate mindfulness and understand the importance of meeting the individual where they are when in a coaching relationship. This means being aware of individual nuances including personality styles, personal perspectives, intentions and career/personal goals and expectations.

This practical, interactive program is designed to give leaders hands-on experience using coaching techniques in their work. Leaders will learn and practice how to get into the coaching mindset and will be introduced to a toolkit of techniques for building a strong coaching relationship and engaging in effective dialogue. Leaders will understand the foundation of effective coaching and why it matters, as well as learn to master coaching conversations using a five-step coaching model.

In *Building Your Leadership Coaching Skills*, leaders will use a Team Coaching Assessment Grid to assess the strengths and opportunities of their team and determine what coaching conversations should be taking place with each team member. Key learning topics in the program include:

- Understand what it means to be an impactful coach.
- Identify three key foundations of effective coaching.
- Explore personal perspectives around coaching.
- Learn how to build a strong coaching relationship.
- Practice and apply several coaching dialogue tools.
- Learn how to master the coaching conversation.
- Build your Coach Action Plan.

Having Difficult Conversations

Moving Past Conflict and Towards Cooperation

PROGRAM SUMMARY

Most of us want to avoid having difficult conversations at all costs and usually it's based on a misconception that all conflict is bad. In reality, difficult conversations and conflict can push teams to be more innovative and take relationships to a new level of openness, honesty and understanding.

Most of us don't consciously manage difficult situations. Rather, when having to engage in a hard discussion with someone, we are used to it getting emotionally charged and people jumping to defend themselves, resulting in an argument. This is a normal human reaction called "the fight or flight" syndrome. But there is a better way!

The key to handling these difficult conversations is to slow down, assess the situation from a non-judgmental point of view and decide what approach to take given the situation. This type of conscious behavior can be learned and is our focus in this course.

If handled appropriately, working through difficult conversations can create strong bonds between team members and pave the way for improved communication. However, if handled inappropriately, these tough conversations can quickly destroy workplace relationships and cause team members to become disgruntled and dissatisfied with their jobs.

In this workshop, participants will explore "elephants" in the room and benefits to addressing these sensitive topics before they grow out of control. They will identify symptoms and sources of the issue, including exploring their natural approach to handling difficult conversations to determine if there is a better way.

In this program you will learn how:

- To identify symptoms that difficulties exist and the root cause
- To use various approaches in response to difficult situations
- To identify strategies to move from conflict to cooperation
- To invite and offer constructive feedback when handling a difficult conversation
- To communicate using helpful language to ask for what you need

Leading With Emotional Intelligence (EQ)

PROGRAM SUMMARY

When you think of an outstanding leader, what comes to mind? Someone who always keeps their cool and never lets their temper get out of control? Or maybe it's someone you trust implicitly? Someone who listens, values your input and understands when to push you, coach you, and when to lift you up.

These are the attributes of someone with a high degree of emotional intelligence (EQ). Research shows a strong correlation between success in life and at work and a well-developed emotional intelligence muscle. EQ is widely recognized as a key factor in professional as well as personal success. Leaders will recognize the impact of emotional intelligence and practice activities that build emotional competencies,

This training course will help you to identify the key domains that will help you to adapt your responses and reactions for better outcomes.

In the program you will learn strategies that will:

- Build a clear understanding of the Emotional Intelligence Model
- Help you to understand your responses and how your mindset and emotions have an impact
- Help you consider opportunities and situations where you want to lead with a new approach
- Have you practice using tools and strategies to adjust your emotional mindset in the moment

Being Resilient In The Midst of Change, Growth and Uncertainty

PROGRAM SUMMARY

Change is inevitable and necessary for growth. Regardless of this, many times change can be very emotional and even painful for teams and individuals. All organizations undergo change. Whether it's a pandemic, merger, acquisition, downsizing, restructuring, or even simply new leadership, change happens. And yet when change happens, it can throw a team into chaos.

Change can significantly impact people on an emotional level and can wreak havoc on productivity. It's important that your leaders understand the natural cycle of change and have proven tools to help employees build a resiliency mindset and bounce forward after a transformational change. With this understanding, your teams will be more prepared to handle the constant change they are faced with and choose beliefs, thoughts and emotions that serve them more effectively.

In this interactive virtual program, leaders will learn about living in a VUCA (volatile, uncertain, complex and ambiguous) environment and what is required to lead successfully. Leaders will learn how to recognize and navigate the emotional shifts that happen during change and how to focus on well-being.

In *Being Resilient in the Midst of Change, Growth and Uncertainty*, leaders and managers will walk away feeling more confident and equipped to handle the daily hiccups and challenges that come their way, by learning key topics such as:

- Gain a clear understanding of what it means to live in a VUCA (volatile, uncertain, complex and ambiguous) world.
- Understand the impacts of transformational change.
- Identify the emotional stages of change and how to address them.
- Learn tools to build a resiliency mindset for you and your team.
- Review the six elements of well-being and why they are important.