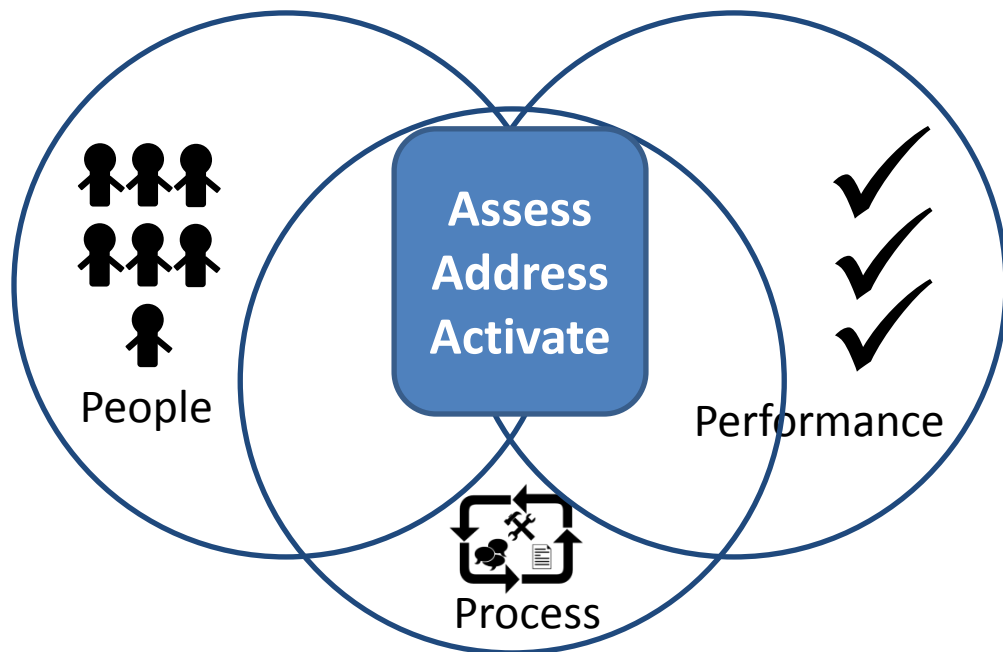


Manager to Leader Program

Providing leadership development for the core of your business

Working at the front lines of an organization is a big responsibility. Line Managers are often responsible for varying team sizes, intricate processes and work directly with the product or customer. But often these same managers are provided with a fraction of the leadership development opportunities of managers at higher levels in the organization. **Your emerging leaders and your company deserve more.** They require a comprehensive approach to professional growth that goes beyond basic skills and positions them for the complexities of developing themselves and high performing teams in a technical environment. **We can help.** Our Manager to Leader program is based on a model that assesses the specific needs of each team, addresses the critical issues of each organization and activates the natural talent of each individual. So what are you waiting for? **Transform your managers to leaders today!**



Target Audience: Front line people managers and team leaders, typically with 1-5 years in management, eager to grow as a leader and identified as having high or untapped potential. Come with a real problem to solve.

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Program Includes:

- Individual and Organizational Performance **Assessments**
- Live and interactive Leadership **Workshop Series** (choose from pre-developed or customized modules) 60-90 minutes each
- Manageable **Pre-work and Post-work** to practice new learning
- Online access to workshop **materials, tools and other resources**
- Ongoing **Learning Community**
- Individual or Team **Coaching** available (additional fee)

Logistics: Groups of 6 - 24, Choose dates and times (nights/ weekends available*) and location (at your site or offsite*), customize & add-on*

* Additional fee may apply

Sample Modules:

- Management Basics Overview: Foundation to Feedback
- Connection is Key: Unlock the Potential of Every Employee
- Avoid Team Dynamite through Healthy Team Dynamics
- Managing the Complexities of Technical, Task and Team
- Leading in an AND, AND, AND Environment
- Career Crafting: Clarity, Competency and Communication
- Strategic Leadership: Business Acumen and Influencing
- Overcoming Overwhelm: Managing the Business and Yourself
- *Customized modules based on desired results & assessments*

The StrengthsPRO Difference

If you've been a manager for more than 5 minutes I'm sure you've already participated in many leadership development experiences ranging from speakers, to workshops, to buddy programs and the like. And yet you're back. Maybe this is because you're looking to renew capabilities you gained from these experiences, but most likely you are interested in transforming in an area that your previous experiences couldn't reach. Something was missing.

We have the missing ingredient to create and sustain that change you desire.

This time you are in the right place. We have the missing ingredient to create and sustain the change you desire. And the best news is that you have it too. You had it all along. That missing ingredient is your personal strengths—the intersection of your character and competence. Unlike other interventions that attempt to reprogram you like a computer by filling you with knowledge and too many or too few tools, our program will build upon your unique foundation and allow you to customize an approach that fits you and your business.

Reflective

We have a dual meaning for Reflective: 1) Content and participation is rooted in individual and organizational reflection on current state and desired results. 2) Methods and outcomes are reflective of the needs of the individual and organization.

Reality Based

You will focus your work on current personal, professional and business realities. We will meet you where you are and take you to where you want to be. Think back to your favorite college class made of lecture and lab, only supercharged, because the lectures are short and engaging and the lab is your work life. Bring your actual challenges, try the tools and methods and make real (time) changes in performance.

Results Oriented

The foundation of reflection and the impact of reality creates momentum toward results. But not the desired results of the Facilitator Coach, rather the results you and the business require. Before we begin we'll create comprehensive goals and methods to evaluate results. It doesn't end there, as sustained results are the goal.



Stephanie Clergé

Emerging Leaders & Team Performance Expert

Educated

BS Management Science & Engineering (IE) - Stanford University

MBA (Corporate Entrepreneurship) - Babson College

Leadership Coaching Certification – Hudson Institute

Experienced

Fortune 100 Company Leadership Coach & Trainer

People Manager in Technology Manufacturing for 14 Years

Start-up and Sustaining; Operations and Business Support

Effective

Just ask her clients . . .

“From the moment you meet Stephanie, she captures your attention with thoughtful questions tailored to your professional growth and development. As a first time manager, she empowered me to move beyond an individual contributor to achieving success through leading others.” — Aisha Adams, Operations Group Leader, Intel