



DEVELOP YOUR TALENT VIRTUAL MANAGER DEVELOPMENT

PREPARE MANAGERS TO EXCEL IN THEIR ROLES

Invest in the Future Leadership of Your Organization

PRADCO's Striving for Excellence: Manager Development Program helps organizations build the next generation of leaders who can make the necessary contributions now and in the future. This program is built for first level to mid-level managers with 0-3 years of experience. Investing in managers is critical to ensure they are equipped to make the necessary contributions to the organization and to prepare them for higher-level leadership roles in the future.

PROGRAM OVERVIEW

Program Preparation and Kickoff – April 26, 2-3pm ET

Participants will introduce themselves to the cohort, learn about the program, and receive a welcome packet with details of what they can expect going forward. Individuals will complete two assessments prior to their first individual coaching session, which includes the PRADCO Quick View™ Leadership Assessment and the PRADCO Personal Styles Assessment. There is also an assignment each person will complete prior to the first workshop.

Manager Alignment Call – April - May

Coaches will schedule a brief call with the participant's manager to provide an overview of the program, discuss goals for the participant, and review how they can support the participant throughout the program.

Corporate Headquarters

178 East Washington Street, Chagrin Falls, Ohio 44022
www.pradco.com | (440) 337-4700

PRADCO
DEVELOPING STRONGER ORGANIZATIONS

Individual Coaching Session 1 - May

Participants will meet with their assigned coach to review their PRADCO Quick View™ Leadership Assessment results and establish goals to be covered throughout the program.

Group Workshop 1 – Managing Self – May 24, 2-4pm ET

Participants will review core functions of a management role and discuss common challenges, as well as how to overcome them. Each individual will identify their core values and how to lead with emotional intelligence and trust, which will create a foundation for their development.

Group Workshop 2 – Managing Results Part 1 – June 7, 2-4pm ET

The focus of this session is how to get results by leveraging relationships. Each participant will receive their Personal Styles assessment results and learn how demonstrating versatility can improve work relationships and overall effectiveness. Participants will better understand how to communicate with purpose and presence.

Group Workshop 3 – Managing Results Part 2 – June 28, 2-4pm ET

How to manage relationships with former peers will be examined, and each person will identify the important components of obtaining results through others. They will learn specific steps to effectively delegate, establish clear goals, and hold others accountable to meet desired outcomes.

Individual Coaching Session 2 - July

Participants will meet with their assigned coach to review progress on their goals and add new action steps to help in achieving success.

Group Workshop 4 – Managing People Part 1 – July 19, 2-4pm ET

Generational differences in the workforce will be explored. Participants will discuss the differences between leading and managing and identify tools to effectively coach and motivate others to perform at their highest levels.

Group Workshop 5 – Managing People Part 2 – August 9, 2-4pm ET

The concept of healthy conflict as a best practice for leaders will be introduced. Each participant will learn specific steps to minimize unhealthy conflict and will conduct exercises to practice those important skills.

Group Workshop 6 – Managing Change – August 30, 2-4pm ET

In this workshop, participants will learn a model for leading change and identify how change impacts them as individuals, their team, and the organization. They will explore ways to fight change resistance and change fatigue in an ever-changing environment.



LEARNING AND APPLICATION

This program is specifically structured to create optimal learning and application for participants, including reinforcement through individual coaching and an alignment call with their manager.

Participants will obtain insight into their own behaviors and styles through the assessment tools used. Content covered throughout the program will be delivered so that each person can take time to think through how it applies to their individual situations, which will enable them to identify specific actions they can implement immediately.

Interactive group exercises are conducted in each workshop to allow people the opportunity to share their own experiences with others, as well as hear from others, to aid in learning.

Homework assignments are completed in between workshops to reinforce behaviors and skills.

PRADCO's Striving for Excellence: Manager Development Program provides an accelerated and comprehensive learning opportunity for managers to acquire and develop the skills and knowledge needed to perform effectively, that would normally take years to acquire on the job.

PROGRAM REGISTRATION AND COST

The cost for this program is \$3,100 per participant.

This program is delivered via Zoom.

For more information about the program, please contact us at (440) 337-4700 or email sales@pradco.com.