

For Fall 2009, Partnering to Offer Your Company the

SUPERVISING FOR PERFORMANCE SERIES

Developing Front-Line Leadership Skills

Series Facilitator: Dave Podeszwa

Now Offering Two Very Special Incentives for Fall 2009:
1. Register 3 or more participants and cost drops by \$300!
2. Complimentary “1-on-1” leadership coaching session with HPA leadership coach, Julie A. Berg.

The *Supervising for Performance Series* applies content, adult learning methods, and participant interaction specific to the key competencies of effective leadership, including:

- Providing effective work direction to others
- Motivating and developing others
- Managing conflicts that arise in the workplace
- Fostering teamwork and problem solving
- Interviewing, selecting, and onboarding new employees
- Coaching employees to reach, and sustain, higher levels of performance and job satisfaction

The *Supervising for Performance Series* ensures participants learn and take-away the skills and tools – plus the “why” behind them – for handling all aspects of supervision critical to *getting work done through others*.

Who Should Attend?

- Supervisors / Managers accountable for managing one or more individuals.
- Supervisors / Managers new to their leadership position.
- Supervisors / Managers who have never received formal leadership training.
- Managers who are seeking foundational tools and/or a refresher course on the skills and techniques for effective front-line and middle-level leadership.

Program Design and Performance Improvement Assessments

This skills development and performance improvement program is taught in a classroom setting, delivering 10 interactive course modules over a 5-month period. It utilizes an effective range of learning experiences and processes, including assessments, instructor-led presentations, large and small group discussion, case studies, in-class skill practice, and application assignments to help participants transfer learning back to their jobs.

Series Assessments Include:

- Performance Leadership Assessment (*Self and Manager's Perspective*)
- Team Performance Profile (*Online*)
- Social Styles Profile (*Online*)
- Time Management Assessment (*In class*)
- Conflict Management Assessment (*In class*)

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Developing Front-Line Leadership Skills

Fall - Winter 2009-10

New Location: *Vision Beloit*
500 Public Avenue
Beloit, WI 53511

Series Facilitator: *Dave Podeszwa*

608 – 365-8835

“1 - 1” Leadership Coaching: *Julie A. Berg*

Time: 8:30 a.m. to 4:30 p.m.

Class Schedule

All Classes are on a Tuesday

Date

1. Role of the Leader	September 8, 2009
2. Style Awareness and Versatility	September 22, 2009
3. Conflict, Communication, and Collaboration	September 29, 2009
4. Individual and Team Time Management	October 13, 2009
5. Impact Hiring	October 27, 2009
6. Effective OnBoarding and Laying the Foundation for Success. . .	November 10, 2009
7. Employee Performance Management and Coaching	November 24, 2009
8. Maximizing Team Performance	December 8, 2009
9. Customer-Focused Problem Solving and Process Improvement .	December 22, 2009
10. Project Management <i>and Graduation</i>	January 5, 2010

Please Note:

- Morning and afternoon refreshments will be provided.
- Lunch is not included, but participants will have a one-hour lunch break on their own.
- Dress code for all class sessions is business casual.
- Participants are required to attend all classes to graduate.
- Cost for the complete series (including all assessments) is \$3,150 per participant.
- **Special Incentives:**
 - For 3 or more participants, cost drops to \$2,850 per participant.
 - Complimentary “1-1” leadership coaching session with Julie A. Berg.

To Register, Please Contact: Bob Hanson at (612) 860-5358

Email: BobH@HansonPerformanceAlliance.com

Made possible in the Beloit and Janesville region by:

