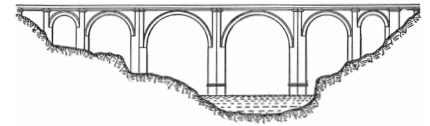


MANAGEMENT INSIGHTS

Targeted Leadership Development Programs

TRUEBRIDGE
P A R T N E R S



Management Insights is an engaging, data-driven leader development program that encourages vertical development [how leaders think], and horizontal development [leadership skills]. We recommend this for groups or leaders at approximately the same level.

Typical building blocks include:

- Creating more trusting relationships
- Developing skills to manage others more effectively
- Transitioning from fighting fires to optimizing strategic impact
- Changing from problem-focus, to a solution-focus
- Shifting from going along, to accountability and results

How it Works

YOUR NEEDS ARE ASSESSED AND ADDRESSED

Our programs are based on research and client data. Through one, two and four-hour sessions, leaders first identify needs, both horizontal [thinking] and vertical [doing]. Then using our tools, they develop skills to improve performance through:

- Consistent strategic action focus
- Effective 360-degree communication
- Deliberate trust-building
- Consistent commitment to real-world application

APPLIED LEARNING REGULARLY REINFORCED

Interactive discussions during each session, and regular group intersession check-ins reinforce new skills. During the coach-led intersession group check-ins, leaders share experiences, and progress. The group provides support and examples of how to build their own capacity.

MULTI-DIMENSIONAL GROWTH

Survey after survey demonstrates that job satisfaction correlates directly with a sense of personal progress. Regardless of tenure, gender, age, or industry, people want to feel they are learning, growing and getting somewhere. One high-impact aspect of our approach is the attention we give leaders' vertical development, with a sharp focus on self-assessment, self-awareness, and self-management. This puts them in the "personal progress" driver's seat.

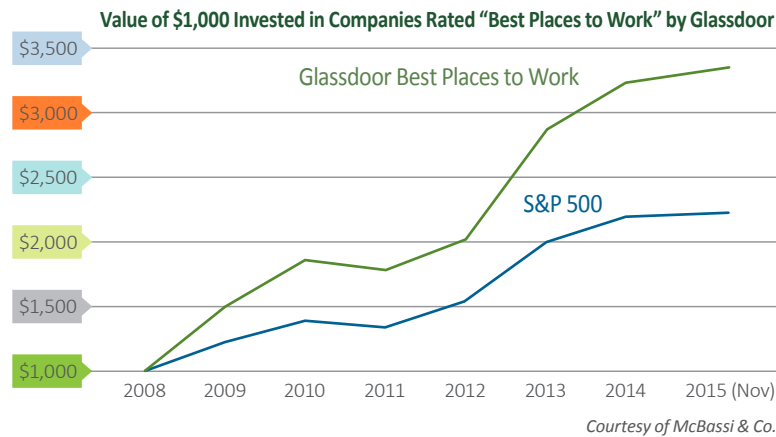
The Sessions

The four sessions described below are typically presented over a span of 5 months. The first session often concludes with a special, cohort member dinner.

SESSION 1: *Leading by Design*

Participants identify leadership priorities and plan how to successfully lead their teams going forward. The Performance Snapshot enables participants to evaluate individual and team performance.

Truebridge's *Leading by Design* model introduces the four areas critical to success: culture, people, work and purpose. The benefit: Being a best place to work drives best-in-class performance.



SESSION 2: *Effective Communication*

Every cohort member identifies their communication style and preferences. With deeper self-knowledge also comes a way to better understand and work with others.

SESSION 3: *Smart Feedback*

Smart feedback is critical to performance improvement. Fake, or disguised feedback has multiple negative impacts. Feedback is "smart" when it is real and tailored to enable team members to achieve consistent measurable performance improvement. This session introduces the POISE™ framework, which gives participants a simple smart feedback model.

SESSION 4: *Difficult Conversations*

People tend to avoid confrontations because they don't know how to handle them. This session equips participants to engage in such conversations non-confrontationally. Participants apply a preparatory conversation map and try on a mindset shift that lets the other person present their perspective or intention without drama.

Intersession Group-Check-ins: Application and Coaching

These take place mid-way between sessions and between participants. Based on skills learned in each session, participants are encouraged to commit to implementing a specific new behavior. During the intersession check-ins they experience both group and peer coaching. This reinforces commitments and builds trust among cohort members. Some participants also choose to work with an executive coach to further enhance performance.

We strive to guide organizations toward high performance and help our clients deliver their best. Our process integrates known leadership needs with proven solutions that are tailored to your needs.

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