



Manager/Leader Program (MLP)

Value Proposition

The **Manager/Leader Program (MLP)** was developed to help prepare your company's Managers/Leaders to become more effective and ready to accept the responsibility of managing employees throughout the employee life cycle.* Employees today, especially millennials, require clearer expectations, more frequent feedback, and ongoing coaching.

The **MLP** is a comprehensive, forward thinking approach that teaches essential managerial skills that can be *immediately* applied and measured: *higher productivity, lower turnover, higher employee engagement, and more teamwork.*

Features & Expectations of the Manager/Leader Program:

- The program is one year long with seven full-day sessions that meet every other month at the company facility
- Learning Materials include all books, Everything DiSC Work of Leader® and Everything DiSC 363 for Leaders® assessments
- Participants will learn new skills using custom-designed skill practice sessions and real-life examples
- Every participant and his/her manager will have input in assessment interviews to identify the participant's strengths and areas for improvement
- Participants will create individual training development plans based upon input from his/her manager, the participant himself, and the learning materials used in this training
- Three hours of Individual Coaching will be provided for each participant to help them achieve the goals outlined in their development plan

Fees for the program:

The total fees for the program are: \$4,900.00 per participant and includes all books and materials. The fees also include all assessments (pre class participant and manager, DiSC Work of Leader® assessment, pre class prep and post class report including summary of class evaluations, development of the participant individual development plan), and 3 hours of coaching per participant.

Manager/Leader Program Curriculum

These the topics will be covered in the 7 monthly sessions:

Intro Session Module 1: The Role of the Senior Leader and Everything DiSC Work of Leader® and Everything DiSC 363 for Leaders debrief.

Module 2: Interviewing Skills to Source the Best Employees and Onboarding Practices.

Module 3: Setting Performance Expectations.

Module 4: Feedback and Coaching for Success.

Module 5: Building a High Performance Team.

Module 6: Building Accountability by Taking Effective Corrective Action.

Module 7: Leading Change.

DiSC Work of Leader® Instrument and Book List

Assessment Instruments and Tools:

- Everything DiSC Work of Leader®
- Everything DiSC 363 for Leaders®

Book List

- *The Five Dysfunctions of a Team* by Patrick Lencioni
- *The Four Disciplines of Execution* by Chris McChesney, Sean Covey, Jim Huling
- *Leading Change* by John Kotter
- Other books, articles or book summaries based upon participant’s needs

*** Employee Life Cycle**

