


A **NEW** WAY TO LEARN
for busy executives who don't have the time.

you're ALREADY

A DECISION MAKER . . .

ARE YOU INTERESTED IN BECOMING A BETTER LEADER?

- Set yourself apart from lesser achieving colleagues
- Discover the common behavioral characteristics that top-achieving leaders employ
- Take on more responsibility for company assets and people
- Deliver RESULTS and EARN MORE

Models for Management from **TELEOMETRICS** 

LEADERSHIP **ONLINE** EDUCATION LEARNING MODULES:

6

Management
Values

Employee
Involvement

Communication

Work Motivation

Empowerment

Leadership
Style

Based on research done over the past twenty years with more than 18,000 high-achieving leaders and 54,000 of their colleagues.

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 Strategic Consulting Partners

Models for Management™

Models for Management (MFM) provides an integrated process of awareness, measurement, learning, and change processes, all designed to accomplish one thing—to help managers become High Achieving Leaders. Using a process of learning and self-discovery, MFM teaches the managerial behaviors of High Achieving Leaders, measures the gaps that currently exist in your managerial behaviors, and gives you a new benchmark for leadership modeling.

Managers become High Achieving Leaders who:

- Are developers of people
- Have more positive belief in people and their potential
- Collaborate more
- Communicates more effectively
- Focus on what really motivates others
- Uses power more productively
- Become more effective decision makers
- Interfere less with the potential of others

These leaders capitalize on the untapped potential of others and increase workforce performance by practicing more effective behaviors. In other words, they reduce the interference that gets in the way of employee

performance. They improve workforce performance **by increasing:**

- Satisfaction
- Morale
- Commitment
- Trust
- Creativity
- Productivity
- Decision Quality

While decreasing:

- Turnover
- Frustration
- Conflict
- Miscommunication
- Apathy

These improvements can be measured over time via a comprehensive, yet easily managed, post-assessment process.

Delivery Methods Provide Value and Flexibility

From traditional classroom learning to distance learning methods utilizing a blend of web-based and/or self-paced eLearning methodologies, the delivery of Models for Management can be customized to meet the needs of your organization.

Through the Models for Leadership program you will:

- **Understand the behaviors you currently use**
- **Learn to improve these behaviors**
- **Practice new behaviors with tools you can start using at your workplace today**
- **Set goals that realize high achieving results**

Compelling Reasons for Developing Leadership

- 70% of U.S. employees feel *not engaged* or actively disengaged at work.
- The lack of leadership in the workplace results in more absenteeism, lower productivity, and 51% higher turnover.
- The rules of engagement have changed. Employees no longer react to the same incentives or management tactics that worked in the past. They have new priorities and new values. They have new demands and job requirements that you must be ready to offer if you want to attract and keep the best people.
- In the hyper-competitive, global marketplace, our need to rapidly convert new knowledge into bottom-line results has never been greater. Traditional training approaches are inadequate. In fact, studies of training effectiveness often show that as little as 10% of the knowledge conveyed in traditional workshops is actually translated into improved on-the-job behavior.
—**Adam Merrill**, “The Empowered Learning Model”
- The U.S. Chamber of Commerce assembled a list of ten items rated by employees and management as important. The #1 item ranked by employees as important was *appreciation*. *Management* ranked this at #8.
- Products can be copied. Technology and training can be duplicated. No one, however, can match highly charged, motivated people who care. Organizations are beginning to recognize the necessity of developing and supporting leaders and leadership at all levels.

—**ASTD Trends Watch**