

LEADERSHIP SKILLS TRAINING – EXECUTIVES TO FRONT LINE



**CERTIFICATE COURSE
CATALOG 2023**



WE HELP COMPANIES ACHIEVE FORMIDABLE PERFORMANCE

Looking for your company to go from good to great?

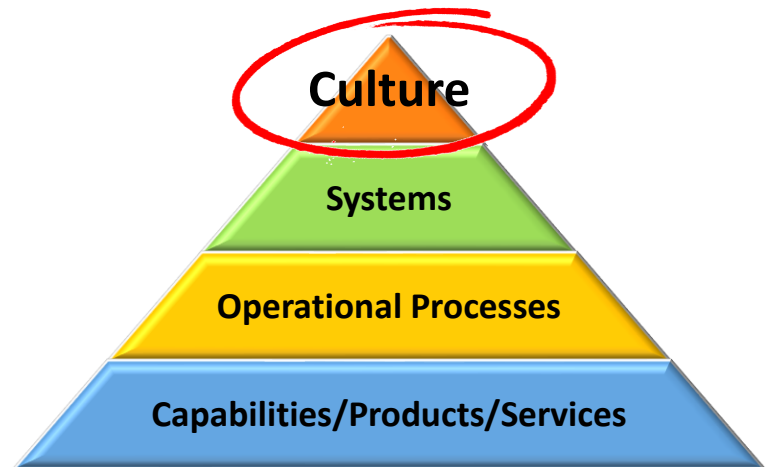
For today's winning companies, good isn't good enough. For them, continuous improvement of 3-5% isn't good enough. They aim high, commit and support employees to deliver their very best.

Our approach to performance differs from most training providers. They target your firm's Capabilities, Operational processes, and IT Systems. The changes they deliver rarely meet the measurable promise.

We focus on workplace culture because it impacts everything about how a company performs. We recognize business goals and performance are best achieved when cultures are designed to enable them. When the workplace engages and motivates the people you count on to perform day in and day out.

We deliver 17:1 ROI. That's right, our approach delivers results!

Focusing on the people side of the business delivers real results and sustainable performance. Our training inspires employees to change "how we do things around here," building a culture of pride.



Organizations with healthy Cultures achieve:

- 65% higher Employee Retention
- 52% faster Innovation (speed to market)
- 41% better Quality
- 35% stronger Employee Engagement
- 28% higher Customer Satisfaction
- 21% stronger Productivity

Source: Gallup Workforce (Nov. '20)

WE IGNITE HEALTHY WORKPLACE CULTURES

We develop Employer of Choice workplaces recognized as places people want to work, brag about proudly, and build career paths rich with growth and opportunities.

Workplaces built on 4 pillars, featuring -

- People and organizational systems aligned top to bottom, side to side, across groups and departments, focused to achieve performance
- Engaged employees, inspired to bring their whole selves and very best every day
- Employees who courageously share ideas, try new things, learn together and grow into high-trust teams
- Teams who execute flawlessly to achieve the boldest goals and overcome the toughest challenges with consistency and quality.



"Thanks for jumping in at the deep end. The Growth GPS team made a fast and lasting contribution to saving our plant and its 200+ jobs. We're on track now to beat our goals for the first time ever."

-President Mich Plant, Global Aero. Mfr

INVIGORATING TRAINING BUILT FOR POST-PANDEMIC TIMES

Today's post-pandemic environment challenges companies to enhance agility, resilience, speed, diversity, and innovation – the outcomes of effective training programs, not the subjects of them. Training is our tool to aid your firm's transformation journey from good to great.

Every employee wants to make a difference at work, to be heard and to make their unique contribution. To be strong difference-makers, employees need leadership skills no matter their rank or title.

"Training is NOT a strategy. Training is a TOOL that enables a strategy to be realized faster and more effectively by recognizing people breathe life into strategy."

-Zig Ziglar, motivational speaker



INNOVATIVE LEADERSHIP DEVELOPMENT

Our Innovative Leadership Development builds great teams by paving the way forward, breaking roadblocks, solving communication breakdowns, and building trust. You can hire the best people, but you can't hire a great team. Our training makes today's leaders better and equips tomorrow's leaders with the skills that make a difference today.

Our Leadership training is –

- **Unconventional.** Our training participants learn by doing, not by watching. No videos, no death by PowerPoint, no online classes. We craft dynamic learning experiences that challenge the status quo and engage people to change. Participants learn practical tools they can apply directly on the job to enhance their team's performance and make the company a better place to work.
- **Unscripted.** No two people or groups are alike, so no two classes we run are alike. We adjust the content and emphasize material to help participants get the most out of every training event.

Dynamic Learning Experiences

"There are 2 types of training in today's environment:

- 1. Personal development – increasingly conducted online on personal time*
- 2. Group development – increasingly experiential, this is the new focus for on-site delivery.*

Today's best approach provides experiential Group training that engages participants to learn together by collaborating on real-time challenges."

-Josh Bersin, enterprise learning & talent management expert

INNOVATIVE LEADERSHIP DEVELOPMENT

PURPOSE-BUILT FOR EVERY EMPLOYEE



CERTIFICATE COURSES

EXECUTIVE LEADERSHIP TRAINING

We challenge senior leaders to work on the business as a team, with training that builds individual skills for taking a company-wide view, and collective leadership alignment for where the firm is headed and how best to get there.

- Vision Development for Growth
- Culture & Organization Development
- Inspiring Communications

▸ Collaborative Skills Level 3

for executives & managers together

MANAGER LEADERSHIP TRAINING

We challenge managers to get beyond the day-to-day work, with training that builds skills for how to develop effective teams, lead cross-group projects and solve problems using tools of innovation and change management.

- Team effectiveness
- Cross-group Project management
- Innovation & Change management

▸ Collaborative Skills Level 2

for managers & supervisors together

SUPERVISOR LEADERSHIP TRAINING

We train time-crunched new and long-time supervisors & team leaders how best to enable productive people and consistent operations. Training focuses on adapting leadership communication to fit situations and people involved.

- Advanced Leadership Level 2
- Basics of Leadership Level 1

▸ Collaborative Skills Level 1

for supervisors & employees together

EMPLOYEE LEADERSHIP TRAINING

We train employees to be proactive, to develop, share and present ideas that improve their work, team and company.

- Idea Development featuring MAD Teams™ & “shark tank”

EXECUTIVE LEADERSHIP DEVELOPMENT



VISION DEVELOPMENT FOR GROWTH

Define WHERE your company is headed by developing an ambitious vision for growth, a BHAG (“Big Hairy Audacious Goal”) that challenges executives and senior managers to think big, to think what’s possible beyond what is, to define the firm’s future products and customers. The effective vision aligns the organization, fosters manager teamwork, and inspires employees to stretch.

Your senior team works and learns together to build an effective BHAG vision, translate it into an accountable action plan, and communicate it to inspire employees.

- For: Executives & Senior Managers
- Format: 20 hours, 2- or 4-hour sessions on/off-site
- Fee: \$1,495 per participant (group size 6-16)

“Thanks to the entire Growth GPS team for your hands-on approach that changed our trajectory. Our leadership team is on the same page, we know where we’re going and what it takes to get there.

We’re on target to hit our business plan for the first time in years and look forward to the quarterly reviews where you challenge us to get even better.”

-General Manager, Defense prime

CULTURE DEVELOPMENT

Define HOW your company achieves today’s goals and a future vision by developing an intentional culture, with organizational systems that embrace priorities that achieve business goals.

Participants learn the importance of culture, it’s role in achieving performance and how it defines the key organizational systems. Participants define an intentional culture consistent with the firm’s vision and strategy and learn to build the culture transformation agenda – defining changes needed to key systems that redefine the organization for the future – developing a transformation roadmap to achieve it.

- For: Executives & Senior Managers
- Format: 3 half-day sessions on/off-site
- Fee: \$1,195 per participant (group size 6-20)

“You made our dream come true – we’re a Top Workplace in Michigan!”

-Director of HR, Packaging Manufacturer

INSPIRING COMMUNICATIONS

Company executives regularly communicate with customers, employees, community groups, boards, and more. Learn how to communicate effectively with every audience to achieve your desired outcome.

Learn the 10 most important stories every leader needs to be prepared to tell and develop all 10 with appropriate media that inspires positive reaction and next-step action.

- For: Executives & Senior Managers
- Format: 3 half-day sessions on/off-site
- Fee: \$1,195 per participant (group size 8-20)



MANAGER LEADERSHIP TRAINING

TEAM EFFECTIVENESS

Participants learn the 5 critical success factors of highly effective, productive teams. They practice being team members and team leaders, learning how to be prepared for both and how to train members in their groups to be better teammates.

Participants learn how to measure team effectiveness, and how to improve critical success factors to achieve peak team performance.

- For: Managers
- Format: 4 half-day sessions on-site
- Fee: \$995 per participant (group size 8-20)



"Now I understand it's the people side of the business that drives performance. I look forward to leading kaizen events in a whole new way. Amazing stuff!"

-VP Operations, Automotive Tier-1

CROSS-GROUP PROJECT MANAGEMENT

Today's agile organizations are increasingly team-based, promoting multi-disciplined problem solving and implementation. These collaborative environments are proving to better engage employees while challenging more traditional ways to work.

Participants learn the skills to lead the organization from a traditional functionally driven workplace to a more team-based workplace. What may seem obvious about that transition is not. Managers are looked to for behaving differently, leading and supporting the change.

- For: Managers
- Format: 4 half-day sessions on-site
- Fee: \$995 per participant (group size 8-20)

"This training made me open my eyes, an awakening! I can't wait to see how my team reacts to the new me."

-Dir of Engineering, Global Auto Tier-1

INNOVATION & CHANGE MANAGEMENT

Managers are the primary source of new ideas due to expertise with customers, products, processes and technologies. Because they know the ins-and-outs of how a company works, managers lead the implementation of new programs, projects and changes.

Participants learn core tools of innovation and change management, enabling them to hold launch teams accountable for actions, budgets and timing. Kotter's "8 Steps of Leading Change" is applied by participants to bring a case study to life.

- For: Managers
- Format: 4 half-day sessions on-site
- Fee: \$995 per participant (group size 8-20)

"The workbooks made it seem like the instructor worked here and knew our big issues. Because of that I learned a lot that I need to change as a role model."

-Plant Manager, Aerospace Tooling Mfr.



SUPERVISOR LEADERSHIP TRAINING

ADVANCED LEADERSHIP – LEVEL 2

Experienced supervisors and team leads face daily challenges that impact performance of their teams. We equip these front-line leaders with the latest tools and techniques to proactively solve problems and deliver results.

Participants in Level 2 Leadership training learn the Situational Fluency model, a powerful framework to successfully guide the relationship between leader and employee. They're challenged to practice applying the model in numerous real-world scenarios, discovering how the tool builds respect and commitment, while reducing conflict and poor behaviors. The training integrates Emotional Intelligence, Coaching with the GROW model, and DISC personalities to add breadth and depth to experienced supervisors' toolkit.

- For: experienced Supervisors & Team leads
- Format: 4 half-day sessions on-site
- Fee: \$995 per participant (group size 8-32)

"Instructor was very knowledgeable and engaging. Made training that I dreaded attending turn out fun and enjoyable."

-2nd shift Supervisor, LED Lighting Mfr.



"Now I get it. I wish I had this training 3 years ago, would have saved me a lot of grief. Everyone here needs this class."

-Team lead, Auto Supplier

LEADERSHIP – LEVEL 1

Relatively new supervisors and team leads face myriad stresses with promotion to a leadership position. We help them out with hands-on, practical training they can relate to and apply next day on the job.

Participants learn fundamentals of leadership, including Planning, 1-to-1 and group Communication, Time management, Priority setting, Conflict resolution, Accountability, Behavior styles, Metrics & Reporting, and more. Challenging scenarios create the "ah-ha" they need to be comfortable and effective in their roles.

- For: experienced Supervisors & Team leads
- Format: 4 half-day sessions on-site
- Fee: \$995 per participant (group size 8-32)

EMPLOYEE LEADERSHIP TRAINING



IDEA DEVELOPMENT MAD TEAMS™ & “SHARK TANK”

Want to inject fun and energy into your company? Looking to boost morale? MAD Teams™ is a sure bet!

Every employee wants a chance to be heard, to contribute beyond immediate responsibilities. Our exclusive MAD Teams™ process engages employees to Make A Difference for their group, department or the whole company.

Employees learn how to work in teams to evolve basic ideas into truly meaningful ones, prioritize ideas using business rationale, and present ideas to management to courageously win over the “sharks.”

The “shark tank”-like finale is a company-wide event – it’s fun and often the basis for an all-employee gathering, picnic or celebration.

- For: Employees at all levels, experience and roles
- Format: 6, 2-hour sessions on-site & virtual
- Fee: \$695 per participant (group size 12-unlimited note: small work teams form from the full group)

“I met people from all around the company who are now friends. I feel like I can build a career path here.”

“Glad to learn presenting to management isn’t as intimidating as I thought.”

“I can’t wait to lead a winning MAD Team next year!”



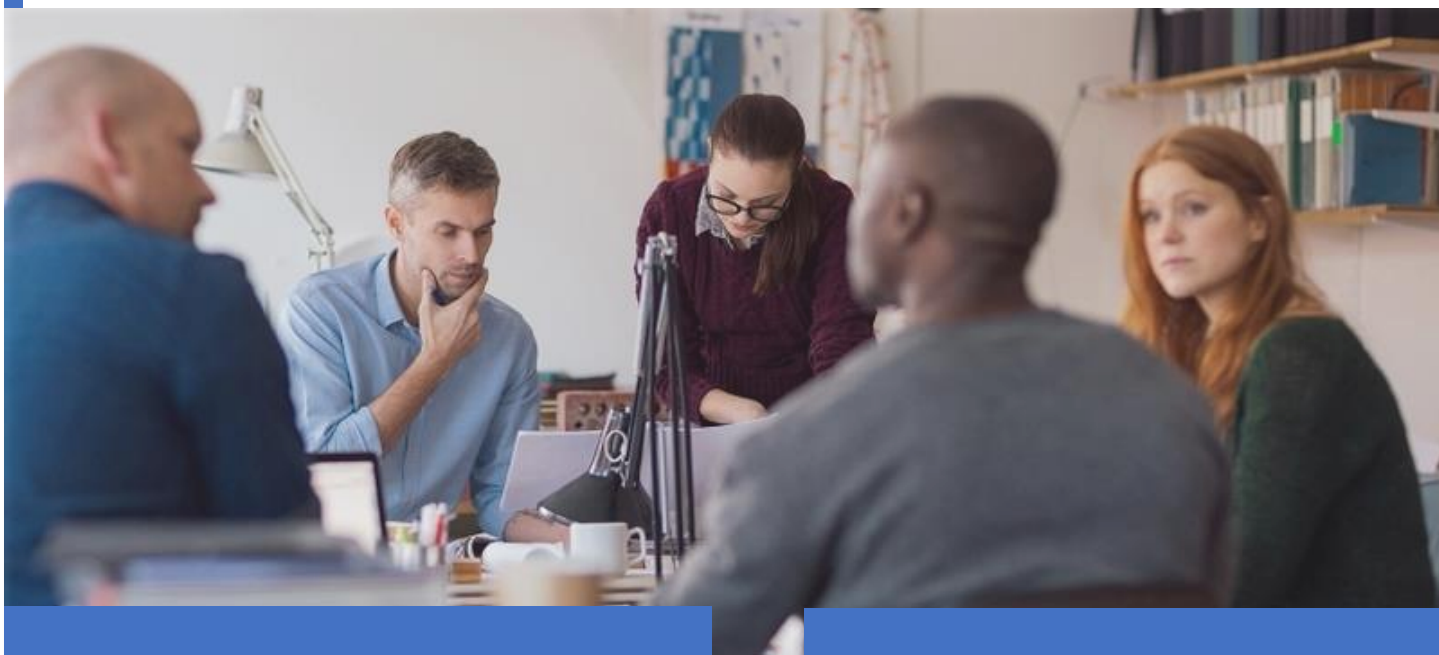
COLLABORATIVE LEADERSHIP TRAINING

COLLABORATIVE SKILLS LEVEL 3

A unique opportunity to bring executives and managers together as one team to discuss the real needs of moving the business forward. To break down silos and build productive working relationships.

Participants learn how to assess company and group performance, prioritize budget/resource allocation, and develop high-level programs. Training challenges the group to take a bigger view, looking outside the walls at trends and changing customer expectations, as well as across departments, with the goal to develop aligned priorities and speak with one voice, assuring employees hear a single message from management.

- For: Executives & Managers together; participants must have completed other GPS Leadership Training
- Format: 3 half-day sessions on-site & virtual
- Fee: \$795 per participant (group size 8-20)



COLLABORATIVE SKILLS LEVEL 2

The opportunity to walk in each other's shoes, this training is designed to stop the floor-to-office finger pointing, to learn from each other, and to break communication barriers that drive chaos and frustrate employees.

Participants learn why departments are often at odds, problem solving skills that address conflicting priorities, and cross-functional teamwork.

- For: Managers & Supervisors & Team Leads together; participants must have completed other Growth GPS Leadership Training
- Format: 3 half-day sessions on-site & virtual
- Fee: \$795 per participant (group size 8-20)

COLLABORATIVE SKILLS LEVEL 1

As organizations become increasingly project-based, traditional roles give way to one's skills, expertise, and flexibility.

Participants learn how and why to form and lead teams, how to be effective team members, and how to balance working on primary roles while also participating effectively on project teams.

- For: Supervisors, Team Leads & Employees together; participants must have completed other GPS Leadership Training
- Format: 3, 2-hour sessions on-site & virtual
- Fee: \$495 per participant (group size 8-20)

ABOUT GROWTH GPS

We're a highly-experienced team that formed an independent consulting and training firm in 2016 to practice the passion we share: to relentlessly make a difference, fueling the people side of business that makes or breaks performance.

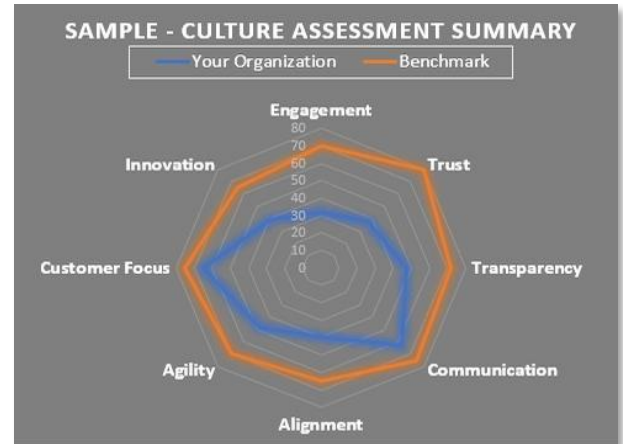
As your performance improvement partner, we craft custom learning experiences and performance solutions. We work every detail of the journey – assessment, roadmap, project delivery/training – assuring expectations are met and your organization's goals achieved.



ASSESSMENTS

Your firm is only as strong as the weakest pillar. Our assessments identify the weak pillar, the root cause of performance issues from the people side of the business.

This can be as informal as a discussion, a review of KPIs, a group check-up, or it can run the gamut to gathering employee feedback with interviews/focus groups or a full-on employee engagement/workplace survey.



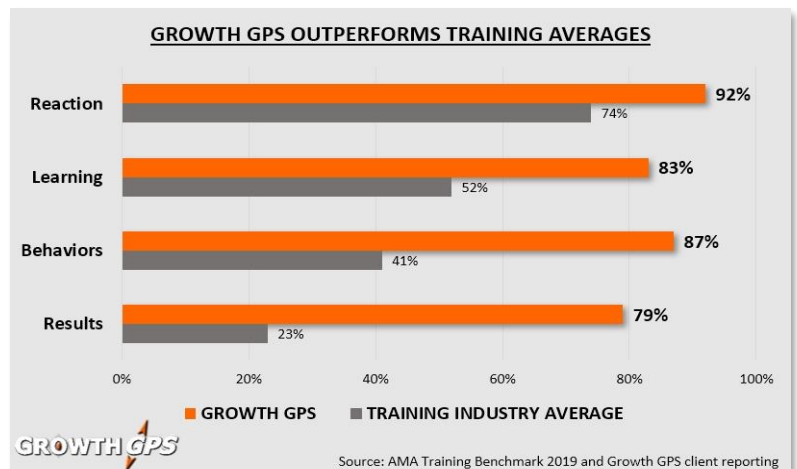
ROADMAP FROM CURRENT TO FUTURE STATE

The transformative journey from good to great involves many steps and a cohesive plan. The roadmap connects the dots for management and employees alike, assuring the activities that drive change are communicated to the right people ahead of time. We know who should be involved in which activities.

No surprises. Your team and ours on the same page, with clear expectations and deliverables, start to finish.

TRAINING

- Our training outperforms the AMA Training Industry average on all 4 aspects of training measurement, delivering more than 3 times stronger business results.
- Participants who complete training programs described in this catalog receive certificates upon completion.



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