

Leadership Development Program



***Our Leadership Development Program offers the right mix
of Leadership Development and training in Management Skills***

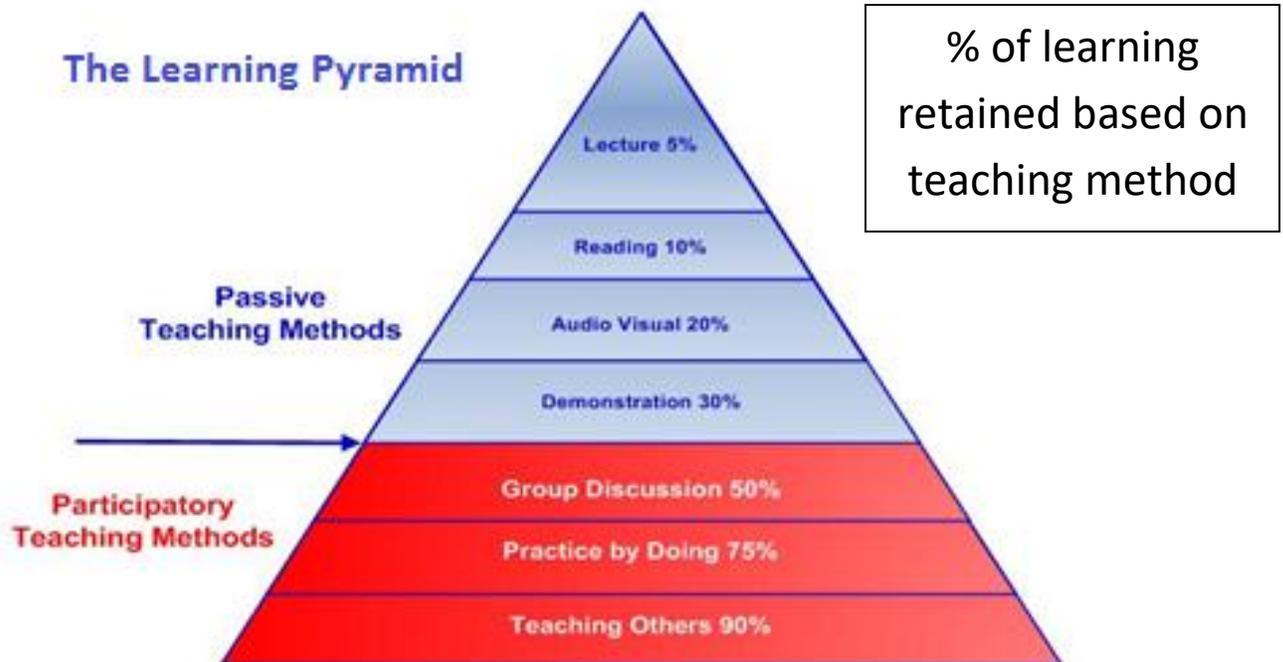


Do your manager and supervisor training sessions look like this?

Not more than 6-10% of expenditures in training actually result in transfer of learning to the job.

– Broad and Newstrom

Consider the ways adults learn. They learn by participating, practicing and teaching others, not by passively listening to a presentation or lecture. Hawthorne Services Leader Development training program incorporates the most powerful aspects of the learning pyramid, with emphasis on doing, discussion, reinforcement of learning and individual accountability for learning outcomes and new behaviors.



We can help you make your next training session look like this!



Who would benefit from our Leader Development Program?

- Directors, Supervisors & Managers
- Emerging Leaders, High Potentials and Technical Experts

Features of Program

- Optional Proprietary Learning Management System (LMS) to guide participants through the process with course materials, tests, pre-reading, etc.
- Roundtable discussion of last session's assignments and discoveries
- Interactive team activities, including practice, exercises, etc.
- Pre-session reading assignments based on session content
- Optional post-session testing with applied learning assignments

Training Sessions for Leadership Development:

1. *Introduction to Leadership, Communication and Time Management*
2. *Leadership When You Are Not In Charge*
3. *Managing Change in Your Role and Within the Organization*
4. *Becoming a Great Leader: Leadership vs. Management Skills*
5. *Improve Your Observation Skills For Candidate Selection and Supervision*
6. *Make The Best Hiring Decisions From Screening Through Selection*
7. *Now That They Are On Board: Orient and Integrate Your New Employee*
8. *Understanding Your Team and Yourself for Better Communication and Results*
9. *Conflict Resolution Methods & Strategies*
10. *The Leader as Coach, Motivation and Inspiration*
11. *Managing Performance and Disciplinary Actions*
12. *The Leader as Trainer: Fundamentals of Training and Team Building*
13. *Employee Engagement, the Stay Interview and other Retention Strategies*
14. *Planning, Goal Setting and Budgeting*
15. *Decision Making, Problem Solving and Critical Thinking*
16. *Moving On: Succession, Termination, Retirement*

Other Programs:

- **Servant Leadership** based on “The Servant”, by James Hunter
 - Six 1.5 hour sessions
- **Effective Leadership** based on “The 7 Habits”, by Stephen Covey
 - Seven 2 hour sessions