

VZAT

Products

NEW MANAGER TRAINING PROPOSAL



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Introduction

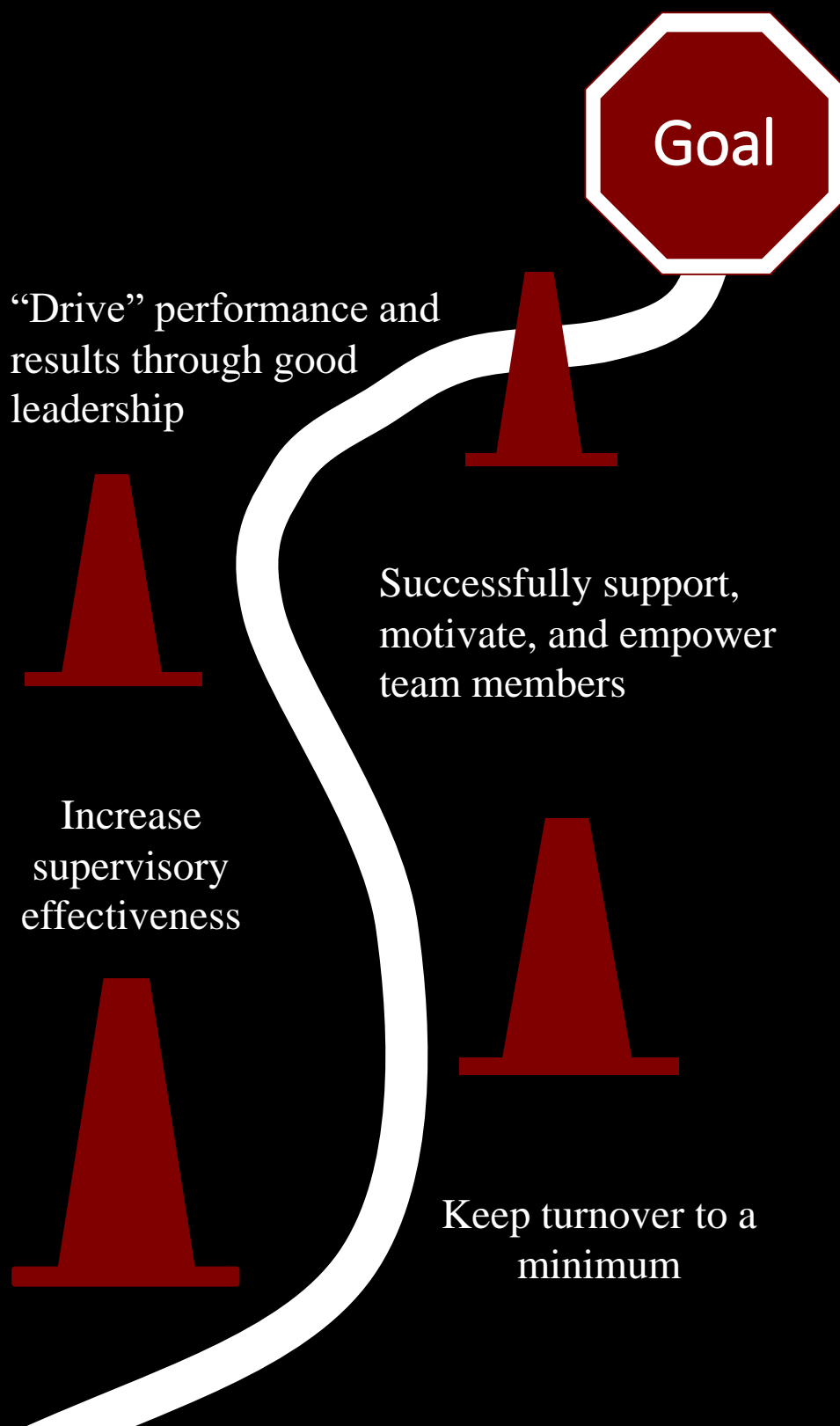
Failing to strategically plan and invest in our future managers leads to:

- ➔ Proficiency gaps
- ➔ Lower revenue
- ➔ Higher turnover
- ➔ A lower likelihood of success



According to CEB Global, “the cost of a single failed manager can be as high as \$4 million calculating both direct and indirect costs.”

Objectives/Details



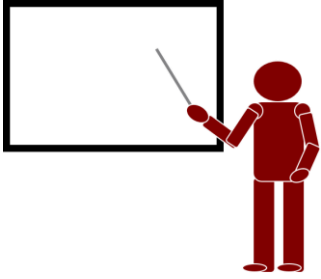
Attendees: New managers, current managers, or high performers.

Training methods: Live webinars, recorded videos, practice activities, self-assessment tools, documents/resources, a mentoring program, continual learning through a focused forum, and additional courses in our current manager training program. Continued or repeat training is possible based on feedback/metrics/gaps, etc.)

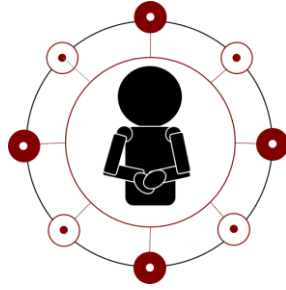
Curriculum Outline

Our well-rounded new manager training includes:

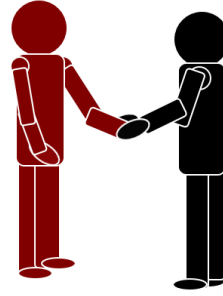
What Makes a Great Leader?



Utilizing Networks and Resources



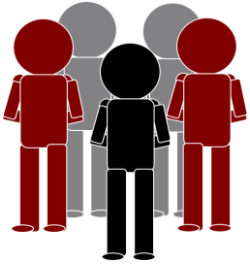
Guide Conflict with Positive Results



Communicate Effectively



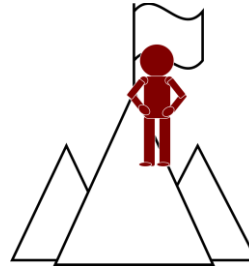
Leading and Recruiting a Successful Team



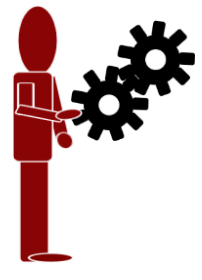
Deliver Financial Results Through Strategic Planning



Prioritize, Set Goals, and Delegate Adequately



Productively Manage Change and Projects



Harassment, Company, and Safety Policy Responsibilities



Maximize Performance, Peer Evaluation, and Strengths



Inspire Greatness by Motivating Yourself and Others



A Self-Aware and Forward Thinking Leader



Program Measurables

Lower turnover rate for targeted positions.

1

Job performance requirements standards

2

Knowledge and skills tests

3

Actual observations and anecdotal information collected by management

4

Conclusion

**ACCORDING TO A SURVEY
BY CAREER BUILDER**

50%

**OF MANAGERS ARE RATED
AS INEFFECTIVE!**

60%

**SAY THEY NEVER RECEIVED
ANY TRAINING FOR THEIR
NEW ROLE.**

Conclusion

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This training plan delivers the tools needed for successful management. Adequately preparing our teams is a critical component to our organization's future.

“The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raised them up as leaders and continually develops them.”

*John Maxwell, Prominent
Leadership/Management Expert*