

CREATING STRONGER FRONT-LINE LEADERS

What if all your supervisory leaders were experts at creating an efficient workforce that works well with each other and their managers?

Front-line leaders face different motivational challenges from mid- to upper-level managers. Tasked with leading a fully-contributing workforce, their ability to manage relationships and keep employees engaged has a direct impact on the bottom line. Step-Up creates a new way of thinking. In Step-Up, front-line leaders learn how to reinforce behaviors and attitudes that add value and eliminate those that don't contribute to day-to-day operations. Step-Up provides key insights and specific skills designed to help front-line managers assess their supervisory leadership capabilities and develop a successful action plan for creating a more engaged workforce.

Step-Up is a three-day workshop, plus one. The workshop focuses on developing a real connection between front-line supervisors and the business case. It helps participants learn to achieve accountability through consultative leadership, creates an understanding of team dynamics and integrates the skills learned into daily work. Each participant must be assigned an internal coach who is expected to participate in the four-hour plus one session designed to help them be effective coaches.

INDIVIDUAL

BE ENGAGED AND EMPOWERED

Individual managers assess their current supervisory leadership capabilities and accept the challenge to develop successful action plans.

- Less energy spent on repetitive issues
- Ability to lead a more accountable workforce
- More confidence in working with conflict
- Satisfaction of being a respected leader
- Better skills in dealing with relationships
- Increased effectiveness at home and work

ORGANIZATION

STRONGER LEADERSHIP AND COMPANIES

Companies waste a lot of their payroll on ineffective and nonproductive activities. With Step-Up, organizations see an increase in productivity.

- Less turnover
- Time at work brings more value
- Employees who think and work with pride and ownership
- More engaged employees
- Greater flexibility by the front-line
- A front-line that fosters good ideas and knows how to implement them

STRONG FACILITATION DELIVERS OUTSTANDING RESULTS

Jim Morris of Moementum has designed, facilitated and managed change efforts worldwide. As an executive and as an external coach, Jim's work has focused on the integration of strategy, organizational systems, culture, teams, and the development of managers who lead teams. He helps organizations find sustainable, self-replicating solutions that yield long term results. Jim sees culture as a vehicle to help motivate and inspire employees and leaders to do their best in life and work. Prior to joining Moementum, Jim was Sustainability Practice Principal and COO for one world learning, a subsidiary of Interface Inc. He is the author of *The Five Insights of Enduring Leaders*.



Moe Carrick, Moementum founder, asserts that people and organizations have an endless capacity to reinvent themselves. A Fortune 100 consultant and popular keynote speaker, Moe's energetic style and open client collaboration help individuals achieve lasting change for themselves and their organizations. Her work stresses the importance of solving root relationship issues while simultaneously sustaining the motivation to become better. Her contributions consistently have a positive direct impact on the bottom line. Moe has an MS in Organizational Management and is certified to administer CCL assessments. A graduate of the National Training Laboratory, she is an Outward Bound and NOLS instructor.



SCHEDULE AND PRICING

Step-Up is available as an in-house or open-enrollment program. The in-house program is conducted on-site and is configured to meet specific organizational objectives. The schedule for open-enrollment sessions is shown below.

TIME & LOCATION	PORTLAND SESSIONS	PRICING
8:30AM - 4:30PM — Lunch provided 5300 Meadows Road First Floor Oaks Room Lake Oswego, OR 97035	Spring: April 28, May 15 and June 5, 2017	6 or more \$1,875
	<i>Internal coaching session: April 27</i>	3 to 5 \$1,995
	Fall: Oct. 17 and 30, Nov. 13, 2017	1 to 2 \$2,195
	<i>Internal coaching session: Oct. 16</i>	



Session dates, times and facilitators may change without prior notice.

