

PREPARE FOR THE TRANSITION TO LEADERSHIP

Create stronger frontline leaders who deliver an engaged and productive workforce.

Frontline leaders face challenges that are different from mid- to upper-level managers. They are frequently given the least training of anyone in management, despite being responsible for the largest number of employees. Helping them learn how to develop relationships and keep employees engaged is crucial to organizational success and a stronger bottom line. Step-Up introduces awareness and skills to boost frontline effectiveness by showing these leaders how to:

- Reinforce desired behaviors and attitudes, and eliminate those that get in the way
- Use key insights and specific skills to engage and motivate the workforce
- Develop effective action plans geared to organizational culture and goals
- Effectively handle accountability as well as conflict

Step-Up is a three-day workshop – plus one coaches’ training day. The basic workshop explores the connection between effective frontline leaders, an engaged workforce and the business case. In the workshop, supervisory leaders learn how to gain and execute a collaborative leadership style, and how to develop positive team dynamics.

REALIZE VALUABLE PERSONAL AND ORGANIZATIONAL BENEFITS

Individual Gains

- Greater engagement, empowerment, and accountability
- Greater understanding of individual leadership capabilities
- How to increase productivity, and how to use less energy on repetitive issues
- More confidence when working with conflict
- Leadership respect coupled with enhanced relationship skills

Organization Gains

- A reduction of ineffective and wasteful activities
- Less turnover
- Greater employee engagement and productivity
- Greater frontline flexibility
- Employees who work with pride and ownership
- A frontline that fosters good ideas and knows how to implement them

STRONG FACILITATION DELIVERS OUTSTANDING RESULTS

Moe Carrick, Moementum founder, asserts that people and organizations have an endless capacity to reinvent themselves. A Fortune 100 consultant and keynote speaker, Moe’s energetic style and open client collaboration stresses the importance of solving root relationship issues while simultaneously supporting 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.

Trina D’Amico is an experienced Learning and Development professional who brings great enthusiasm for directly connecting talent development to the organization’s business objectives. Her experience includes organizational development consulting, leadership development program management, supervising a Talent and Learning Development team, leadership coaching and strategic HR business partnering. Trina holds a master’s degree in Organizational Development from Antioch University-Seattle and has been a certified coach since 2005.



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	SESSION DATES	PRICING	
Portland 8:30AM - 4:30PM — Lunch provided 5300 Meadows Road First Floor Oaks Room Lake Oswego, OR 97035	Spring PORTLAND: April 20, May 4, 18 <i>Internal 1/2 day coaching session: April 21</i> Summer SEATTLE: June 25, July 9, 23 <i>Internal 1/2 day coaching session: June 26</i>	6 or more \$2,730 3 to 5 \$2,900 1 to 2 \$3,195	
Seattle — TBD	Fall PORTLAND: Oct. 22, Nov. 5, 19 <i>Internal 1/2 day coaching session: Oct. 21</i>		

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

