



MANAGER DEVELOPMENT PROGRAM

The Clear Direction Manager Development Program is an emotional intelligence-based program designed to develop your current and future people leaders.

FULLY CUSTOMIZED PROGRAM:

The Manager Development Program begins with a 15-minute **emotional intelligence assessment** which measures biases and clarity in thinking.

The assessment results are used to generate **custom leadership development program** focusing on the participant's strengths and blind spots.

It's a turn-key coaching program customized especially for the coaching participant and **led by a coach of your choice**, (e.g. an external HR Consultant, an internal training manager, or even the participant's direct manager.)



Includes:

Custom Leadership Development Report

The participant will receive a customized detailed Leadership Development Report describing their natural **strengths and blind spots** as they relate to leading, developing, and communicating with their teams.

13 eLessons

The participant will receive 13 eLessons, over the course of 6-months. These eLessons are emailed every two weeks and include **custom development tips and tactics** they can begin working on and implementing immediately.

Coach's Manual

A coach's manual to facilitate the program includes:

- Points of emphasis for each eLesson
- Talking points and discussion questions for each coaching session
- Follow up materials after each coaching session
- **Virtual Coach videos** to help facilitate each coaching session
- **Kick Off video**
- **How to Run the Monthly Coaching Meetings video**



Contact **ZERORISK HR** today to learn more or get started!

800-827-5991 or service@zeroriskhr.com

BENEFITS OF THE PROGRAM



DEVELOP
EFFECTIVE LEADERS



REDUCE
MANAGEMENT
HEADACHES



INCREASE
EMPLOYEE
ENGAGEMENT



MAXIMIZE
PRODUCTIVITY



BUILD
A
HIGH PERFORMING TEAM

E-LESSON TOPICS

Month 1

- #1: Managing People as Individuals
- #2: The Four Thinking Conditions

Month 2

- #3: Why People Contradict Themselves
- #4: Desire and Ability to Help Others Succeed

Month 3

- #5: Placing People in the Right Roles
- #6: Adaptive Nature of Effective Communicators

Month 4

- #7: Clear Direction and Motivating Support
- #8: Motivating Others

Month 5

- #9: Management Method #1 - Directing
- #10: Management Method #2 - Coaching

Month 6

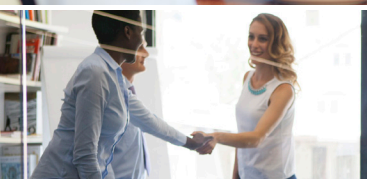
- #11: Management Method #3 - Delegating
- #12: A Review of the Three Management Methods
- #13: Reviewing Performance



REAL RESULTS

“What I enjoyed the most about the program is the mental breakthrough I had. I am now spending more time doing what I should have been doing all along. This has been so good for me.”

- COO, Libertyville Savings Bank



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