



The
Manzanares
Group Inc.

LEADERSHIP DEVELOPMENT



Relevant
Flexible
Results
Value

Designed to address the
recurring management
challenges of today.

Leadership Development

The Leadership Curriculum from Vital Learning is a relevant, flexible, results-oriented, and value-driven learning solution for the development of mid-level managers, supervisors, and team leaders.

RELEVANT

The Leadership Curriculum reflects the growing range of responsibilities that mid-level leadership is accountable for, and offers 17 different programs that cover these critical challenges.



Leadership Essentials

Twelve learning solutions that are core to addressing the essential challenges every leader confronts on a weekly basis.

- Essential Skills of Leadership
- Essential Skills of Communicating
- Coaching Job Skills
- Communicating Up
- Delegating
- Developing Performance Goals and Standards
- Effective Discipline
- Improving Work Habits
- Managing Complaints
- Providing Performance Feedback
- Resolving Conflicts
- Supporting Change

Leadership Plus

Learning solutions designed to build the personal capabilities every leader needs to perform at the highest level.

- Developing and Coaching Others
- Hiring Winning Talent
- Retaining Winning Talent
- Motivating Team Members
- Solving Workplace Problems
- Leading Successful Projects



FLEXIBLE

The Leadership Curriculum offers flexibility:

- Modules are available as Classroom Workshops and as Online E-Learning as well as Blended Learning (Classroom + Online) possible.
- Each Classroom Module is 4-hours in length, and Online Programs are 1 to 2 hours in length.
- Module order may be customized to fit organizational needs.
- Modules require no certification for delivery by organization.

Classroom Workshops

New ideas, on target videos, and relevant exercises—all provide participants the opportunity to learn not only “what” to do to be an effective leader and “why” to do it but also, most importantly, “how” to do it—in 4 hour modules.

Online E-Learning Modules

Online learning modules, 1 to 2 hours in length, offer cognitive learning information equal to the classroom workshop, utilize the same video segments, and include Pre- and Post-Tests. The material utilizes multiple methods of learning to create a highly interactive experience designed to keep online participants engaged and challenged.



Blended Learning Opportunities

By combining Classroom and Online, participants are able to learn at their own pace, practice in a safe coaching environment, and utilize Vital Learning's extensive resources and troubleshooting guides that are designed to reinforce continued learning.

Training Support

A Facilitator Resource CD is included with each Facilitator Guide and contains forms, a PowerPoint, a Pre- and Post-Test, as well as other materials. Additional support is also provided to both facilitator and participant alike through our exclusive website. The site contains downloadable interactive forms, assessments, trainer tips, certificates of completion, and much more, all designed to enhance and reinforce the learning experience.



RESULTS-ORIENTED



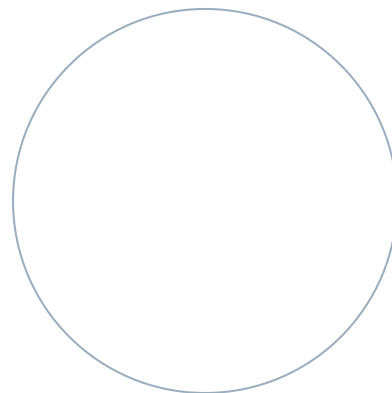
As much as 50 percent of “learning” comes after the class—back on the job. Vital Learning provides an extensive array of resources and tools designed to help participants apply the skills after they leave the learning environment. Resources and tools include online information websites, interactive forms for implementation, troubleshooting guides to get beyond workplace difficulties in application, and ongoing access to online modules filled with videos and interactive tools to reinforce learning.

VALUE-DRIVEN

Bottom line—the Leadership Curriculum offers relevant learning across a wide range of challenges, ultimate flexibility with implementation to fit virtually any organizational situation, and results based on competent leaders who are enabled with tools for reinforcement—all at the industry’s most competitive price/value proposition.

Try the Leadership Curriculum

We believe that if you try the Leadership Curriculum, you will join an ever-increasing group of satisfied customers who have experienced real and meaningful behavior change.



For more information, contact us at
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