

A "Must" Seminar for all Training & HR Directors, Managers & Professionals

How to Build A Complete ^{competency} Management _{based} Training Curriculum

In this very intensive seminar you'll learn how to

"Link" management training to strategic direction and culture

Define "core competencies" for managers at all levels

Piece together management/leadership training into an integrated curriculum

Conduct needs analysis using 360° feedback instruments

Utilize alternatives to classroom training

"Prove" training effectiveness

Motivation

Change

Team Building

Management Law

Supervisor Survival Skills

Performance Coaching

Leadership

IN-HOUSE SEMINAR



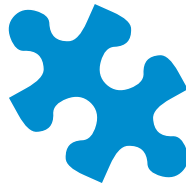
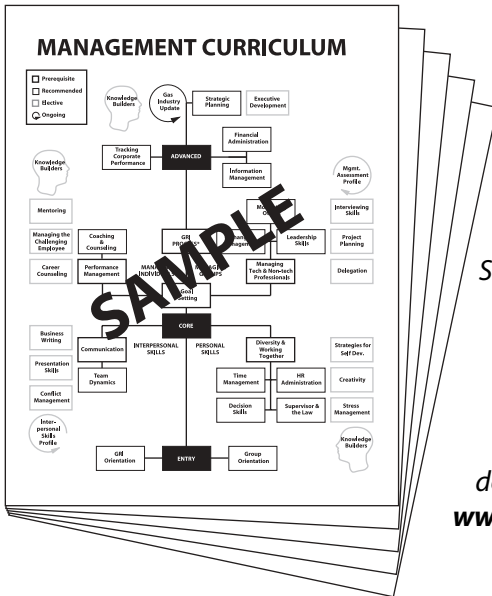
LeadingWave Consulting
www.leadingwave.com

“Just in Time”

MANAGEMENT TRAINING

In 2005 U.S. businesses spent an estimated \$52.7 billion to provide training to more than 52.9 million individuals. Unfortunately much of that investment was wasted because training wasn't delivered when it was needed. This very intensive, one-day seminar will help you make sure your company's training investment isn't lost. It will teach you how to design and develop an *integrated* management training curriculum that is “linked” to your company's strategic mission and culture. You'll learn how to deliver “just-in-time” management training – because training delivered *before* it's needed is lost through a lack of use, and training delivered *after* it's needed must work to overcome bad habits.

Source: *The 2005 ASTD State of the Industry Report*



Seminar participants receive sample “curriculum maps” like this.

Visit our website to download a sample – www.leadingwave.com

Seminar Materials Include

- A comprehensive 100+ page participant guide including copies of *all* program transparencies.
- Sample management training curricula from several leading organizations.
- The entire, 35-page Curriculum Plan of a major organization to use as a model for your own plan.
- Our “Asking the Right Questions” job aid that will improve your internal/external consulting skills.



SEMINAR *highlights*

TYING YOUR CURRICULUM TO MISSION & CULTURE

- How to figure out the strategic direction of your company and how to ensure education efforts support company mission, goals and objectives.
- How to assess the culture of your organization and how to change or support the culture of your organization through the training programs you buy or develop.

LINKING YOUR CURRICULUM TO REAL TRAINING NEEDS

- How to be sure the needs you uncover are *really* the needs of the organization.
- Why traditional needs analysis methods may be *unreliable* and *invalid*.
- 12 ways to validate training needs in your organization.
- How to identify “training solvable” problems.

DEVELOPING AN INTEGRATED CURRICULUM

- How to build a curriculum of management education courses that addresses the diverse needs of individual contributors, supervisors, managers, and executives.
- Building a logical progression of courses that are “linked” to one another.
- 10 “core courses” every curriculum should include.
- Samples of the training curricula of leading companies and organizations.

ALTERNATIVES TO CLASSROOM TRAINING

- Why classroom training is fifth on the list of the most effective ways to develop managers, and how to get control of the four better alternatives.
- How to develop “hands-on” tools for participants at your training sessions that will ensure they put into practice the skills you teach.
- How to make sure management training “sticks.”
- How to *reinforce* the concepts taught during a training session so they translate into behavior change back on the job.

PROVING THE EFFECTIVENESS OF DEVELOPMENT EFFORTS

- How to prove that management education efforts are really changing the behaviors of managers.
- How to use anonymous peer and subordinate feedback to *prove* your training efforts are really paying off.

HOW TO “LINK” TRAINING TO OTHER HR SYSTEMS

- Why many management education efforts fail and what you can do about the high failure rate.
- How to integrate your education efforts with recruitment systems, feedback systems, and reward systems to increase the likelihood of lasting organizational change.

“Excellent. Very helpful.”

D. Elaine Gause, Employee Development Specialist – NASA Langley Research Center

“One of the best classes I have attended. Resource materials are outstanding and very useful.”

Ralph R. Schoen, Manager, Training and Development – AFFINA Corp.

ABOUT YOUR Instructor

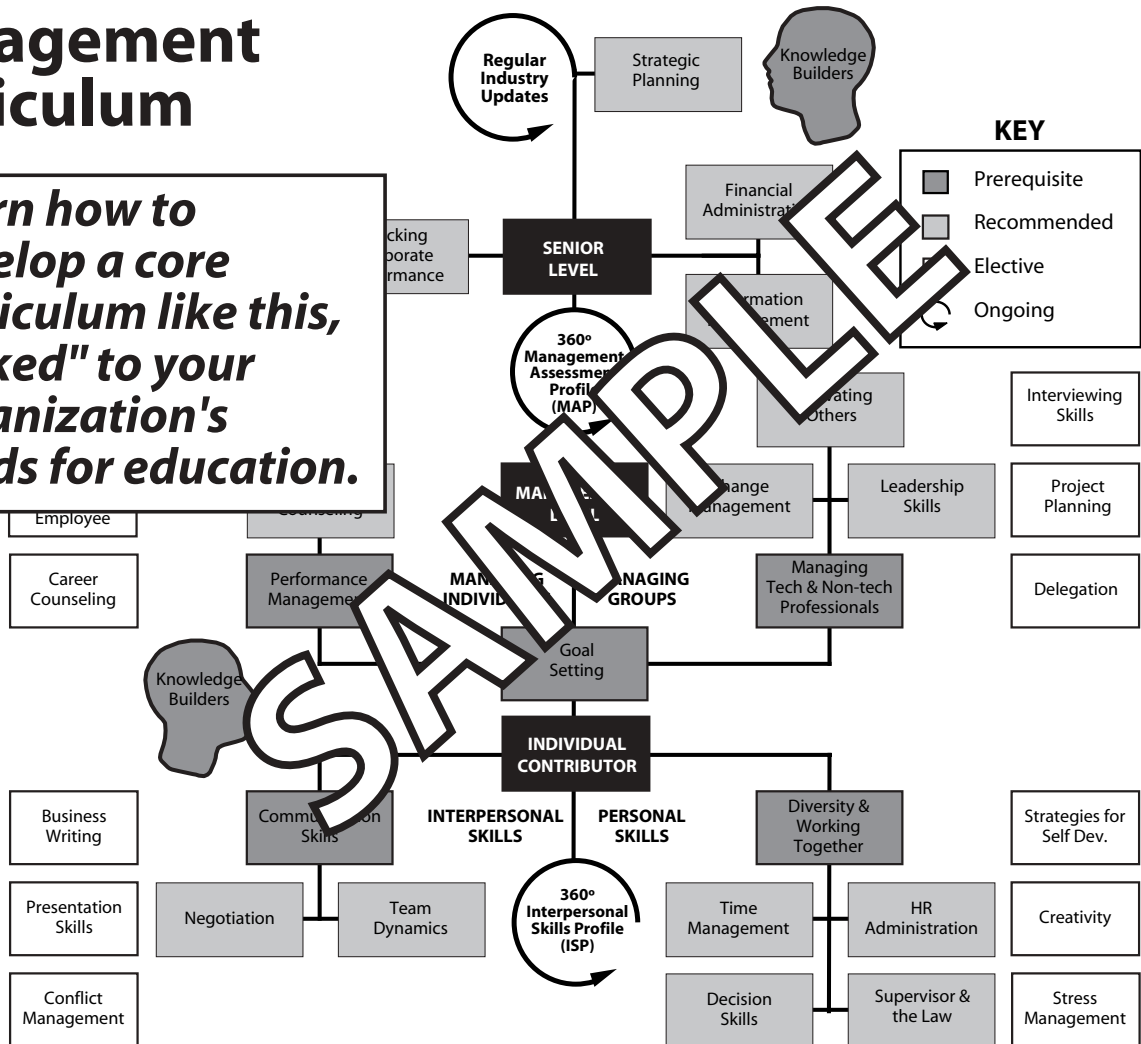


Matt Hennecke is the president of LeadingWave Consulting. The firm specializes in organizational development, curriculum development, 360° assessments, management/leadership training, and performance management system design. LeadingWave has provided OD consulting, curriculum design and training for Motorola, McDonalds, LaSalle Bank, Walgreens, AT&T, Microsoft and other large and small companies. Matt has spoken at *Training Magazine's* and ASTD's national training conferences. He holds a master's degree from the University of South Florida, has co-authored *The Supervisory Handbook*, and has written numerous articles for *Training Magazine* and the *Training & Development Journal*.

For more information
visit our website at
www.leadingwave.com

Management Curriculum

Learn how to develop a core curriculum like this, "linked" to your organization's needs for education.





How To Design and Build A Complete Management Training Curriculum

1 Year Money Back **GUARANTEE**

We are so sure of the quality of this program we are offering a 1-year, money-back guarantee on all materials used in any in-house seminar offerings. If you are not completely satisfied the materials are yours to keep at no cost.

COMMENTS *About the Seminar*

“Excellent, fast and intense! I was skeptical about the level of understanding I would have after one day, but I learned more in one day than a week with another program.”

Monica Rose, Training Manager - Ameristar Casino and Hotel

“Great job of providing tons of great info and suggestions/guides to build management curricula. Lots to think about and apply. Very helpful material and insights.”

Blaine Lippert, Training Coordinator – Morton International

How To Build A Management Training Curriculum

