Hourly to Leader Program

Belmont Business Consulting
Motivate - Educate - Lead

MANAGER

Belmont Consulting's *Hourly to Leader Program* provides your hourly team members with the personal development and insights they will need in order transition to a leader/management role within your company. They are exposed to the common pitfalls that newly promoted managers face, and given strategies to help navigate this critical transition period. The program serves to give the employer a clear picture of potential leaders' skills, abilities, and career goals. It also gives participants a clear idea of expectations, and the level of work required once they are promoted.

Program Overview

During the program, candidates will be exposed to new concepts, challenged, and will come away with a better understanding of their strengths and opportunities. At the conclusion of the program, everyone who completes the course will receive a written evaluation of their performance and participation. We may also outline additional areas of focus that will help them achieve their career goals.

BC's *Hourly to Leader Program* provides both the employee and the employer with independent, documented feedback

Topics Discussed

Hourly To Leader emphasizes leadership duties and responsibilities:

⇒ Engagement—<u>What do I say?</u> Learning how and when to speak up, develop and promote their own ideas appropriately, figure out their "management style" (DiSC based).

⇒ Image- <u>You're a Leader Now</u> How to change the perception of and influence their peers, and why it matters.

⇒ Communication Style—<u>Business Communication & Documentation</u> Important and overlooked critical communication missteps and their consequences.

⇒ Uncomfortable Conversations - <u>What do I Say?</u> How to start them/when to have them. Knowing when to ask for help.

⇒ Critical Thinking—<u>Fix it Before it Gets Worse</u> Learn not just to identify, but to solve problems.

Additional customized modules available

Delivery Options

BC's Hourly to Leader is a web based program. Participants are required to call in to a weekly conference call / video presentation. The only equipment that is required is a computer with speakers, laptop, tablet or smart phone. Live facilitation at your location is also offered.

What is Included

Each participant receives:

(4-6) 30-45 minutes weekly group training sessions.

Debrief with organization upon conclusion.

30 minutes of one on one coaching , with your chosen company representative, and written feedback at the conclusion of the program, designed specifically to further the development of the employee, based on their performance in the program.

Forms for the employees file:

All coursework/homework/ written assignments completed by the employee during course, with graded scores, and Instructor participation notes .

Final written feedback delivered during one on one session at the conclusion of course (with participation from the employees supervisor/HR present).

Business Benefits

• A more engaged workforce, excited about the opportunity to learn and grow within your organization. Millennials love being part of something, and this program is geared towards motivating them. The enthusiasm is contagious.

• Recruiting costs and time are minimized.

• Independent, documented validation supporting your decision to promote or withhold promotion.

For more information, contact us at:

info@Leadership.Guru or call (702) 674-9150

60% OF FIRST-TIME MANAGERS FAIL

60% of new managers underperform during their first two years.
Those that survive develop lifelong bad habits that stay with them throughout their career.

Failure

85% of newly promoted managers have received no leadership development training. The difference between failure and success is often in the preperation