

HR & Senior Leadership Academy



Elevate HR, mid-level, senior, and operational leaders to the top of their game.
A New Training Experience for Leaders of Leaders.

Organizations are only beginning to understand how essential strong mid-to-senior level leaders are for successful strategy execution. As the conduit between executives and frontline employees, these leaders of leaders are the “make it happen” people who turn organizational goals into reality. But with ever-increasing spans of control, fierce competition, and challenging economic realities, their jobs have gotten tougher – often overwhelming. In many cases, these leaders are not prepared. This program develops stronger, more engaged leaders who can deliver an organization where it needs to go. Of the ten courses available in the Senior Leadership Academy, the five below are the most requested and available as a public event at one of our training locations. Each offering below is a **FULL DAY** with the program beginning at 9:00am and concluding by 5:00pm. Registration includes required pre-work of 30-45 minutes per topic (assigned prior), on-the-job tools, participant materials, assessments, lunch (public event) and highly-interactive facilitation.

Coursework Benefits

- Connects development to the business context creating real organizational impact.
- Builds highly capable leaders taking your business where it needs to go.
- Fills the organization’s leadership pipeline with leaders ready for greater responsibility.
- Develops a high-performance culture that inspires the workforce to new heights.
- Increases engagement and retention of top performers by acknowledging their value and providing valuable development they can use today and throughout their careers.



Audience: This program is geared specifically to leaders of leaders. Coursework relies extensively on pre-work and leadership experience. Demonstration of solid foundation leadership competencies is recommended (Employers Group Leadership Academy). Depending on organization and leader responsibilities, coursework may be applicable to Senior Managers, Operational Leaders, Human Resources, Mid-Level Management (Director and VP level). **For an organization-specific experience, we recommend sending 4+ leaders to one program.**

Topics 1-2	Topic 3	Topics 4-5
<p>Making Change Happen Coaching for High Performance</p> <p>El Segundo <i>March 14</i> Irvine <i>April 11</i> San Diego <i>May 23</i> Ontario <i>June 20</i> El Segundo <i>August 2</i> San Francisco <i>Call for Dates</i></p>	<p>Translating Strategy into Results (full day course)</p> <p>El Segundo <i>March 15</i> Irvine <i>April 18</i> San Diego <i>June 6</i> Ontario <i>June 21</i> El Segundo <i>August 9</i> San Francisco <i>Call for Dates</i></p>	<p>Developing Organizational Talent Mastering Emotional Intelligence</p> <p>El Segundo <i>March 16</i> Irvine <i>April 25</i> San Diego <i>June 13</i> Ontario <i>June 22</i> Irvine <i>August 16</i> San Francisco <i>Call for Dates</i></p>

Consecutive Dates Noted in *Blue Italics*. Overnight accommodations available. Contact training@employersgroup.com for details.

<u>Employers Group Member</u>		<u>Non-Member</u>	
\$750	Using EG State Funding (3 days)*	\$1150	Using EG State Funding (3 days)*
\$1650	All Other Organizations (3 days)	\$2050	All Other Organizations (3 days)
\$600	Individual Session	\$750	Individual Session

**+ Register 3
Get 1 Free****

Register by contacting: training@employersgroup.com

ON SITE DELIVERY: The program listed above can be customized and delivered on-site at your facility for a group of up to 20 individuals. The minimum charge is based on 12 regardless of participant count. Register 3, Get 1 Free not available for customized onsite delivery. State funding is available to offset the cost for eligible employers. Contact Employers Group for exact pricing and/or any promotional discounts that might be applicable.

***State-Subsidized Registration Information:** (1) Apply at www.employersgroup.com/StateEligibility.html, (2) Register anyone below a VP title who earns \$18.00 to \$85.00 per hour (Exceptions permitted: See State-Funded Public Event Registration Form) & who are/will remain employed full-time during/90-days after training, and (3) Request a registration form by emailing training@employersgroup.com, (4) Pay \$300 for any missed day (make-up sessions / transferring to another location are not permitted) / maximum of \$900 if individual does not meet wage, training, or employment requirements. Registration available for the full program only.

** Free registration available for program(s) of equal or lesser value.

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HR & Senior Leadership Academy

NEW
COURSES

Coursework / Experiences (available as a public event or private onsite)

Topic 1. Making Change Happen: We hold leaders responsible for the “breakthrough” that will catapult the business forward despite increasing competition and other barriers to success – but without helping them with the HOWs. This course teaches the nuts and bolts of driving change – how to manage stakeholders’ viewpoints, communication, and buy-in. (4 hour course plus 15 minutes of pre-work to identify a change initiative.)

Topic 2. Coaching for High Performance: In this course, leaders develop multi-directional coaching skills and learn a proactive inquiry method for more effective development discussions. (4 hour course, plus 30 minutes of pre-work to evaluate one’s own coaching skills and identify a coaching opportunity to develop during the session.)

Topic 3. Translating Strategy into Results: Leaders discover how to engage themselves and their teams, and overcome the challenges that interfere with strategy success. (8 hour course, plus 60 minutes of pre-work to complete the Strategic Focus Analysis. Participants are also asked to bring their performance plans to the session.)

Topic 4. Developing Organizational Talent: Leaders learn to define their current state of team development, as well as the ideal, future state, by pinpointing team and individual strengths and growth needs. They will also understand how to identify and develop high potentials for future leadership roles, assess the impact and effectiveness of development efforts, and provide feedback. (4 hour course, plus 40 minutes of pre-work to review their role as developers of organizational talent, read a case study, and complete a self assessment.)

Topic 5. Mastering Emotional Intelligence (EQ): Leaders cannot do it alone. They need to understand growing their own emotional intelligence contributes to improved performance for their teams, their partnerships, and their organization. Leaders learn to prevent the emotional hijacking that can interfere with personal intentions and organizational outcomes. (4 hour course, plus 30-40 minutes of pre-work to identify an issue involving someone whose view differs from their own. They read about the Key Principles and complete the Index for Emotional Intelligence.) Note: This course is relevant for any leader.

Additional Coursework / Experiences (available as private onsite only)

Topic 6. Cultivating Networks and Partnerships: Leaders learn how to build strategic partnerships, leverage networks, and evaluate their current alliances to close gaps in knowledge and perspectives. (8 hour course, plus 40-50 minutes of pre-work to complete a networking self-assessment, begin completing a Networking Strategy Tool, and determine a partnership opportunity to develop during the session.)

Topic 7. Instilling a Culture of Innovation: Participants examine their role along with the leadership behaviors that foster a culture of sustainable, value-added creativity. (4 hour course, plus 10 minutes of pre-work to complete an index around the challenges to innovation.)

Topic 8. Influencing for Organizational Impact: Leaders who manage cross-functional teams must hone their powers of persuasion, if they wish to lead colleagues outside their reporting structure. Here, leaders create an influence strategy to communicate their ideas and recommendations and drive change that will have a positive impact on individual, team, and organizational performance. (4 hour course, plus 45 minutes of per-work to read a case study and identify an influence opportunity to develop during the workshop.)

Topic 9. Leading with a Global Perspective: Leaders develop a long-term strategy for leading in a global environment, with careful consideration of how their own leadership skills and cultural orientations will play out across geography’s, people/cultures, and business conditions. The course enhances global acumen and perspective. (8 hour course plus 60-90 minutes of pre-work to complete a self-assessment, read a case study to be used during the workshop, and identify a personal situation to explore during the workshop.)

Topic 10. Mastering Decision Dynamics: Leaders learn a decision-making discipline that sorts through the complexity to manage complex dynamics and overcome the forces both with themselves and across their organization that can compromise their decision-making quality. (4 hour course, plus 45-60 minutes of pre-work to conduct a discussion with managers of their decision-making styles and track record and also to identify an important business decision they will analyze during the session.)

Full Course Descriptions Available at www.ReadyNowLeaders.com

Contact training@employersgroup.com to register individuals or for any additional information.



Senior Leadership Academy Registration

This registration confirms that the company named below will register the following individual(s) to attend Employers Group's upcoming LEADERSHIP ACADEMY COURSEWORK. By signing this registration form, you agree to the registration and cancellation terms at www.employersgroup.com and to pay the appropriate registration fee per registrant as of the date this registration form is received by Employers Group. **REGISTER THREE, GET ONE FREE.** (valid until 12/31/18)

- If utilizing Employers Group's state-funded training, we will contact you directly to get you approved. Should Employers Group be unable to get your company approved, any registration fees processed will be returned.

Fee Type (listed amount is per attendee)	Employers Group Member		Non-Member	
	Register 1	Register 3 or More	Register 1	Register 3 or More
Full Program (for profit)	\$1650	\$1238	\$2050	\$1538
State-Funded (full program only)*	\$750	\$563	\$1150	\$863
Individual Sessions(s)	\$600	\$450	\$750	\$563

* For state-funded registrations, **complete** (1) the registration information below, including applicable fees, (2) the state-funded public event registrations, and (3) the state-funded trainee data form.

Type Registrant Name(s)	Type Email Address(es)	Location	Start Date / Date(s)	Fee \$
			Total:	

Print Company Name and EG Member ID # (if applicable)	Contact Phone Number
Print Contact Person & Title	Authorized Company Signature

Check	Mail to: EG Training, 400 Continental Blvd., #300, El Segundo, CA 90245	
Credit Card	Card Type & #	
	Name on Card	
	Signature	
	Expiration Date	
	Authorization Code	
Invoice me	(EG Members Only)	EG will confirm registration(s) and send an e-invoice. EG cancellation policies apply and amount is due regardless of actual attendance. Payment is due within 15 days of invoice receipt. If delinquent, membership may be suspended until payment is received.

**State-Funded Training
Public Event Registration Form**



_____ (company name) has been notified by Employers Group (EG) that it is approved to utilize Employers Group's state-funded training program. As such, the state will reimburse Employers Group for each individual's participation in its 3-day public Senior Leadership Academy according to its published public program schedule.

List the location to the right: Costa Mesa, El Segundo, San Diego, etc. And the Dates to the below right	
1. Making Change Happen <u>and</u> Coaching for High Performance	
2. Translating Strategy into Results	
3. Developing Organizational Talent <u>and</u> Mastering Emotional Intelligence	

Lunch is included each day. Parking (if applicable) is not.

Each trainee will need to (EG will verify with employer 90 days after training):

- Be employed (paid) full-time (35+ hours per week) during training and 90-days after training.
- Complete five (3) days of the Leadership Academy in which they are registered (no make-ups or transfers permitted). Missed sessions will be invoiced at \$300 per trainee per missed session.
- Earn an hourly wage of \$18.00 to \$85.00 per hour 90-days after training ends and be below a VP level. Employer-paid health benefits may be included to meet the minimum wage requirement. Note: If your company has been approved as a small employer, you may train VPs and above (and there is no upper wage limit).

Indicate the number of registrants (anticipated state payment) to be signed up for the program listed above.

Anticipated State Payment				
# Trainees to Register	X	Program Fee	=	Anticipated Total State Payment
	X	\$900	=	

Terms: The State will pay the program fee to EG if a registrant attends all training & meets the wage and employment criteria; otherwise, \$300 per session will be due from company (maximum of \$900). After this registration is processed and before the program begins, a registration may be cancelled; however, a \$300 cancellation fee will be imposed. Substitutions are permitted, but may only be processed before the program begins. All invoices must be paid within 30 days. Make-ups and transfers are not available under the terms of this registration. If the company hosts a cohort, an allowance of \$300 per trainee is provided allowing each trainee to miss 1 session without penalty.

EG Membership: Should your company not be a member or your membership lapses during the term of this arrangement, a non-member premium of \$400 will be due for each participant.

	Agreed to by:	Agreed to by:
Signature	 <i>This form may not be used after 12/31/2018.</i>	
Name	Jeffrey Hull	
Title	Senior Director, Talent Development	
Company	Employers Group	
Address	400 Continental Boulevard #300	
City	El Segundo, CA 90245	
Email	jhull@employersgroup.com	
Phone	213.999.3941 cell	

Scan, email and return all forms, including **data collection form** (completed by company or trainee) to jhull@employersgroup.com