

Highly Effective Leaders Program

Recent research continues to show many employees to be stressed out, overwhelmed and leaving their jobs for better opportunities. Further, research has also found many employees see their managers as ineffective. Unfortunately, many managers have received minimal training and support in how to effectively lead others. This shows why employee engagement tends to be low. *The Highly Effective Leaders Program* has been created specifically to equip people leaders at all levels with the skills, strategies and tools to drive sustainably high levels of employee commitment, engagement, performance and retention. This dynamic 12-month program that Tim Nolan has created can be virtually led or your organization can facilitate (you will receive a facilitator guide, all materials and technical support). The program is based on current research and Tim Nolan's experience with hundreds of organizations and tens of thousands of people leaders. **80 organizations and over 6,000 leaders have used the program.**

Benefits of the Program

- ✓ Extremely cost-effective with excellent return on investment.
- ✓ Easy to implement (organization is provided with all materials to implement the program).
- ✓ Designed specifically for leaders at all levels (supervisors, managers, directors, vice president, etc.).
- ✓ Will significantly enhance participant leadership skills.
- ✓ Will increase employee commitment, engagement, performance, and retention at all levels.
- ✓ Will increase colleague cohesion and teamwork.
- ✓ Will improve client/customer care and organizational performance.
- ✓ Creates a shared language and universal best practice throughout the organization.
- ✓ Tim Nolan provides ongoing support and guidance throughout the process (through monthly phone calls and/or emails).

Overview of Program

- Participants are provided *The Essential Handbook for Highly Effective Leaders*, a workbook, and a notebook to document growth and development.
- Initial meeting takes place to describe the program and expectation for all participants.
- Monthly meetings are held which revolve around specific chapters of the book (meetings are 2 hours long). Participants read specific chapters before the meeting and come prepared to engage in the discussion and presentation. 2.5-hour monthly time commitment.
- Participants complete follow up workbook activities between each module.
- Participants complete targeted action plan items throughout the program.
- Designed for 12-months, ensures the implementation of sustainable and engaging processes that drive a positive and highly effective organizational culture to support exceptional performance.
- Program can be self-facilitated or Tim can facilitate for you, for a separate cost.

Program Feedback

“Thank you for creating such an amazing training program. It has really helped us reshape our culture.”