

Highly Effective Managers Program

The Highly Effective Managers Program has been created specifically to equip people managers at all levels with a modern managership approach to drive sustainably high levels of employee commitment, engagement, performance and retention. The program is based on current research and Tim Nolan's experience with hundreds of organizations and tens of thousands of people managers. **Over 100 organizations and 7,000 managers at all levels have used the program.**

Benefits of the Program

- ✓ Extremely cost-effective with excellent return on investment.
- ✓ Easy to implement
- ✓ Designed specifically for people managers at all levels (supervisors, managers, directors, vice president, etc.).
- ✓ Will significantly enhance participant managership 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.
- ✓ Will help your organization become an engaged one (research has found engaged organizations achieve better client/customer outcomes).
- ✓ Tim Nolan provides ongoing support and guidance throughout the process.

Overview of Program

- Participants are provided *The Essential Handbook for Highly Effective Managers, 3rd Edition* a workbook, and a notebook to document growth and development.
- Initial meeting takes place to describe the program and participant expectations.
- 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 discussions, group activities and presentation. 3-hour total monthly time commitment.
- Participants complete follow up workbook activities between each module.
- 12-months in length.
- 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.”