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**I**nnovative **D**evelopment to **E**mpower and **A**ccelerate **L**eaders

MAXIMIZING YOUR LEADERS IN A VIRTUAL WORLD

Introducing an interactive development program aimed at supporting and maximizing your leaders ability to seamlessly adapt to a virtual environment. Designed with a strengths-based foundation, this program offers an interactive, three-pronged approach to building leaders' confidence and abilities. As your company grows in a world that is constantly changing with technological platforms, virtual communication and yes, global disruption, it is more critical than ever for leaders to create cohesive, virtual teams that optimize efficiency and productivity without losing momentum.

With a customized program tailored to your corporate team, we will jump-start your virtual manager development with a multi-layered, integrated program.

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1. PRE-ASSESSMENT

2. FACILITATED VIRTUAL TRAINING

3. VIRTUAL GROUP COACHING
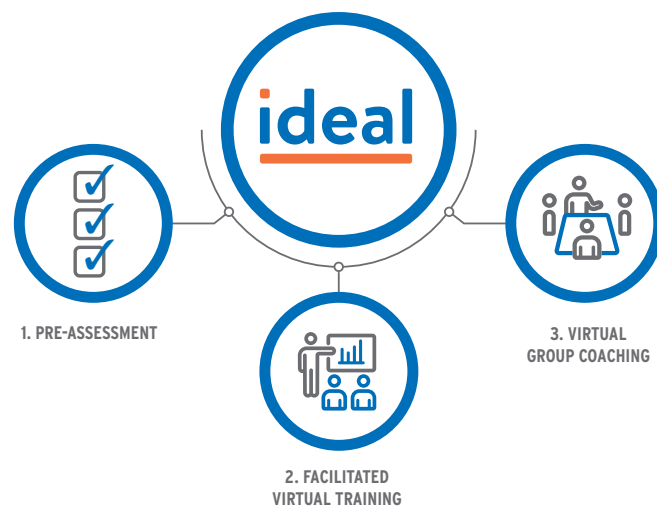
LEADERSHIP COMPETENCIES

While every session is custom-designed to meet your organization's specific needs, most of our programs address a combination of the following critical leadership capabilities:

- **Team effectiveness** – leveraging three core behaviors of cohesive teams: trusting one another, engaging in productive conflict, and committing to decisions that drive collective results

- **Emotional intelligence** – becoming more aware of our own, and others, emotions as well as strategies for managing emotions from a distance

- **Critical conversations** – offering a framework, tools, and interactive virtual role plays, participants practice a variety of challenging conversations such as: setting expectations, addressing performance, and holding staff accountable

- **Employee motivation and development** – understanding the neuroscience behind employee motivation and development helps participants create customized plans with their own team members

"Organizational studies have shown that building a strengths-based workplace is transformational and is the new high-performance culture for teams"

– Gallup, 2018

OUR THREE PRONGED APPROACH

The three components can be combined or offered separately depending on your needs and budget.

1. **Pre-Assessment** - We use the CliftonStrengths assessment tool to help participants identify and authenticate their existing leadership capabilities and, with their manager, identify their individual development goals.

2. **Facilitated Virtual Training** - Up to eight hours of interactive training, provides a powerful coaching platform to learn critical leadership frameworks, practice new skills through customized role plays, and receive real-time feedback.

3. **Group Coaching** – In small cohorts, participants will receive up to six hours of virtual group coaching providing the opportunity to practice with each other and our experienced coaches.

"Employees are loyal to companies who provide career growth – 86% of millennials said that providing training and development would keep them from leaving their current position"

– www.instructure.com, 2019

YOUR FACILITATORS

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Barbara is a Certified Coach and Positive Leadership Strategist with an MA in Positive Organizational Psychology. Leveraging her past 20-year corporate and creative/fashion industry experience with educational knowledge and neuroscientific training, Barbara's focus is to unlock potential through a strengths-based leadership approach to work, communication and performance. Recent engagements include Caltech, The Getty Leadership Institute and leaders within healthcare, creative and financial sectors.

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After 25 years in corporate learning & development and human resources roles, Vicki founded Rossetti Associates, where she coaches leaders, facilitates team sessions and consults with organizations in a wide range of industries including finance, risk management, IT, marketing, sales, human resources, non-profit, and academia. As an ICF certified coach, she applies expertise in emotional intelligence to help new leaders and their teams improve their satisfaction, engagement and performance.

www.meliorastrategies.com