



**Transform Managers into Leaders that Inspire Teams to Reach Their Full Potential.** Empower high-potential managers with the insight, skills, and proven tools they need to transition into a leadership role. Equip emerging leaders with proven best practices and operating models to build a strong talent pool, optimize team performance, and increase bottom-line impact. Learn strategies to create an environment for success, motivate business professionals, foster professional development, and deliver results. Discover how to break through performance barriers using our proprietary problem-solving model and give prescriptive, actionable feedback. Create a common leadership language and structured development process that elevates professionalism across the organization.

Our proprietary models and straightforward frameworks allow client-specific customization while retaining the integrity of our proven content. Carew facilitators create magic in the classroom by leveraging a variety of engaging learning strategies and modalities to educate, motivate and inspire. Participants receive highly relevant, immediately usable, and memorable training that profoundly impacts their skills, attitude, relationships, and success.

## What You'll Learn



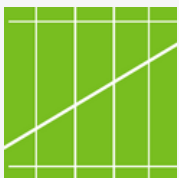
### Creating an Environment for Sales Success

Learn the components of job performance that leaders can leverage to support and accelerate the success and advancement of the professionals on their team. Understand the psychology behind the importance of creating the right environment and where to focus your leadership time and effort. Content and materials are customized to reflect each client's vision, mission, and operational objectives.



### Building Team Engagement

Understand the psychological contract that exists between companies and their employees and the leader's role in optimizing that relationship. Explore the key drivers of individual motivation and the importance of clear expectations. Learn a powerful problem-solving model that engages team members in problem identification and solution development. Participants profile their own temperament/talent style and those of their team.



### Assessing Performance & Implementing Development Strategies

Learn about the Performance Continuum as an assessment and tool. Understand the appropriate leadership role at each phase. Identify the knowledge, skill, attributes, and contributions across job families. Map team members and explore potential succession patterns based on performance. Learn to diagnose ability and willingness to perform. Craft development plans to spur performance improvements. Acquire an essential time management tool to determine where to invest developmental time.

More →



## Leadership Strategies for Development & Performance Improvement

Identify effective feedback styles and guidelines along the Performance Continuum. Understand the variables that impact how coaching is received. Learn proven communication models for delivering performance feedback, coaching, collaborating, and counseling for continuous improvement. Master delivering specific, prescriptive, and actionable feedback focused on the behaviors required to achieve desired outcomes.



## Capstone Role-Play: Leadership Results Through Planning

Participants apply the Carew Results-Producing Leadership concepts and models to their current teams through customized role-plays. In addition, attendees profile two professionals on their team, develop individual action plans using SMART feedback, and practice delivery using the appropriate feedback model. Present to workshop participants and receive peer and instructor feedback.



### Program Benefits

- Increased revenue and profit
- Increased sales productivity
- Common language, process
- Employee retention, growth
- Improved talent acquisition
- Increased organization alignment
- Increased professionalism



### Who Should Attend

- Graduates of DPS®, APS®, & TSR™
- New and Emerging Business Leaders
- Experienced Leaders to Elevate Skills



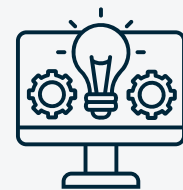
### Program Highlights

- Client-specific customization
- Proprietary process models
- Capstone role-play & feedback
- Videotaped skills practice
- Energy, interaction, fun
- Participant Certification



### Delivery Options

- Live Onsite Instructor-led
- Live Virtual Instructor-led
- Custom Onsite/Virtual Blend
- Train-the-Trainer Certification



### Reinforcement

- Personalized Smart Room
- Online LMS
- Thought Leadership
- Alumni Community Forums



### Program Duration

- Onsite: 2.0 days
- Virtual: 4.0 days | Two 2.5 hr. sessions/day