

Models for Management (MFM) is a management and leadership development process consisting of six modules with flexible delivery methods.

**Contents:**

- Assessment Processes 2
- Behavior Change
- Modeling
- Research-based Validity 3
- Measurable Results
- A brief look at the modules 4
- Delivery Methods 5
  - Classroom
  - Blended Learning
- In-house Programs
- Public Programs
- Train-the-Trainer

MFM provides an integrated process of awareness, measurement, learning, and change processes, all designed to accomplish one thing – to help managers become **High Achieving Leaders**.

Using a process of learning and self-discovery, MFM teaches the managerial behaviors of High Achieving Leaders, measures the gaps that currently exist in each participant’s managerial behaviors, and gives them a new **benchmark for leadership** to model.



*How do your managers compare to the benchmark of High Achieving Leaders?*

**The Achieving Leader Research**

MFM is based on over 30 years of cumulative research in the area of effective managerial and leadership behaviors. Using a database of thousands of leaders across many industries, our research is based on solid behavioral science, not armchair anecdotes or selective case studies. The research creates a model of the common philosophies, beliefs, practices, and managerial behaviors employed by **High Achieving Leaders**.

**Page Summary:**

- Integrated leadership development process
  - Awareness
  - Learning
  - Change Processes
  - Tracking
- Provides a leadership benchmark
- Based on characteristics of High Achieving Leaders as a model.
- Over 30 years of research

## Pre- and Post-Assessment Processes

We've all heard it before: "you can't manage it unless you measure it." Each module of MFM includes a comprehensive behavioral 360° assessment process to benchmark participants against our database of leaders and compare their own self-perception with the perception of others.

Participants will gain perspective and self-awareness at a whole new level. This awareness, coupled with targeted learning modules, will lead to new levels of insight and, consequently, more effective behaviors; closing the gap between average performance and high achieving results.

*Note: Assessment process can be modified to meet any client's needs.*

### Awareness Perspectives:

- Self-assessment
- Feedback from others (Optional)
- Comparison of self-assessment with feedback from others (Optional)
- Comparison with thousands of other leaders taking the same surveys
- Comparison with High Achieving Leader benchmark

## Behavior Change

Development is a process, not an event.

All the awareness and theory in the world is useless unless acted upon. Models for Management has been improving leadership behaviors for over 30 years. Our experiential learning modules, combined with a powerful facilitation process, are specifically designed to close the gap between one's current state and the ideal benchmark of High Achievers.

No "fluff," just serious training and development for those who are serious about improvement.

How?

Through a proven process of **modeling effective behaviors** used by High Achieving Leaders.



*Whose leadership behaviors should we model?*

## Modeling Effective Behaviors

Modeling effective behaviors remains one of the best ways we can make positive changes in our leadership style. So what model should you use?

Hopefully, a well researched and proven one.

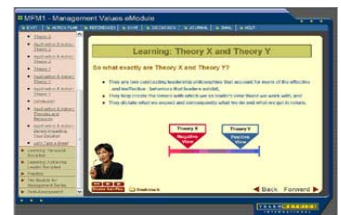
MFM employs a proven behavioral change process that allows participants the opportunity to observe, experience, learn, model and practice the effective behaviors of High Achieving Leaders. The model of the High Achieving Leader becomes the benchmark for personal and organizational development.

### Page Summary:

- Each module includes an extensive 360° assessment process.
- Participants gain self-awareness from multiple perspectives.
- Experiential learning modules are proven to improve leadership behaviors.
- Participants model the effective behaviors of High Achieving Leaders.

*“Research-based approach which provided the opportunity for serious self-appraisal and a blueprint for change toward a more effective leadership style. No other process that I have experienced has provided as many tools and guides to implement and monitor the improvement process.”*

- Max Jimenez, Senior Manager, KPMG



Interactive self-paced elearning modules used as part of our optional blended learning process.

## Research-based Validity

From a training standpoint our philosophy has always been as follows:

*“If we are to ask participants to consider a more effective way of doing things, we better be able to back that up with solid evidence that it will work.”*

Today’s executives demand no less.

We pride ourselves in presenting participants with only the most validated research that has stood the test of time. No fly-by-night theories, no quotes from the latest book, no self-proclaimed management gurus.

In addition to our own validated data-based research, MFM utilizes over 60 years of research in the field of social and organizational behavior by some of the most prolific and noted researchers of our time, which we have contextualized, synthesized and made accessible to others.

**Maybe that’s why our materials are used so extensively by America’s most prestigious MBA programs.**

### Page Summary:

- Used by America’s top business schools
- Only the most valid research available
- Contributions from the most noted researchers of our time
- Proven results that can be measured



*What results can you expect?*

## Measurable Results

Performance = Potential – Interference

Managers become High Achieving Leaders who:

- Are developers of people,
- Have more positive belief in people and their potential,
- Collaborate more,
- Communicates more effectively,
- Focus on what really motivates others,
- Use power more productively,
- Become more effective decision makers, and
- Interfere less with the potential of others.

These leaders capitalize on the untapped potential of others and increase workforce performance by practicing more effective behaviors. In other words, they reduce the interference that gets in the way of em-

ployee performance. They improve workforce performance by increasing:

- Satisfaction
- Morale
- Commitment
- Trust
- Creativity
- Productivity
- Decision Quality

While decreasing:

- Turnover
- Frustration
- Conflict
- Miscommunication
- Apathy

These improvements can be measured over time via a comprehensive, yet easily managed, post-assessment process.

*“I’ve never seen a better data-based and researched program.”*

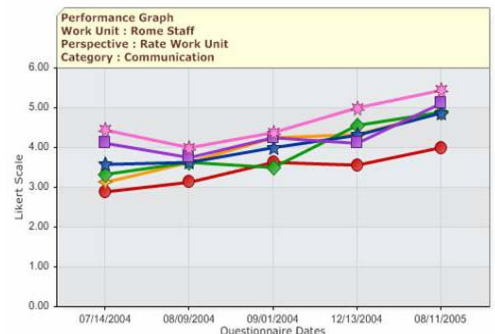
- Ken Wells, Training Coordinator, UST

*“Most effective seminar in 18 years.”*

- Geoff Lathem, Manager, Kroger

*“Gives me the type of action steps I need to be the type of manager I want to be.”*

- Glenda Jordan, Manager, Bell South



Optional post-assessment survey tool used to measure behavior and performance on an individual, team, and/or organizational basis.

Contact us for details.

## A Brief Look at The Modules

Unlike seminars that concern themselves with only a single behavioral theory or model - one piece of the management jigsaw puzzle - MFM presents an integrated synthesis of validated behavioral models that address managerial and organizational productivity. This unique process of synthesizing makes it possible for participants to understand how certain practices reinforce others. These main puzzle pieces interlock to form a more complete and validated view of leadership style.

### Module 1 - Management Values

*Discover how we expand our effectiveness as managers and leaders.*

- Beliefs about people drive our behavior and thus become self-fulfilling prophecies.
- Learn how McGregor's classic "Theory X - Theory Y" and Brunswik's "Lens" demonstrate this.
- Guided interactions in Models reveal with startling clarity how values work for or against you as a manager and leader.

### Module 2 - Employee Involvement

*Discover how we "turn on" employees' willingness to work and participate.*

- Do our management practices expand employee involvement?
- Discover practices that cause employees to want to get involved in meaningful, productive ways, while improving quality and performance.
- Key focus: "managerial gatekeeping" and "access management"

### Module 3 - Communication

*Discover how the way we communicate energizes the work climate.*

- Models reveals how the dynamics of interpersonal communications make the work climate more productive.
- Analyze your personal communication practices and rediscover their impact.
- The Luft-Ingam model (Johari Window) gives you a proven framework for understanding and applying these experiences.

### Module 4 - Work Motivation

*Discover how to boost performance by harnessing the motivational process.*

- Diagnose motivational symptoms in your team.
- Articulate what you believe about the motivations driving your employees.
- Compare with what your employees themselves say motivates them.
- Reconcile beliefs with reality.
- Learn to align your management practices with the "real motivators."

### Module 5 - Empowerment

*Discover how the way we use power can help organizational performance.*

- Explore how you feel about power, and your use of personal power as a manager and leader.
- Learn how these issues thrust deep into your organization - into your employees' commitment into their work mission.

### Module 6 - Leadership Style

*Discover how well your management style works - and what to do if it doesn't.*

- Identify your predominant style of managing people - as seen by you and by your co-workers.
- Analyze the strengths and weaknesses of various management styles, and their appropriateness.
- Discover management style aspects within the classic models of human dynamics.
- Forge a personal framework for making the best management-style choices.
- Synthesize what was learned in prior modules of MFM into an overall leadership style.

Contact us or visit our web site for more detailed information about these modules.

## Delivery Methods

Value • Flexibility • Results

From traditional classroom learning to blended learning methods, the delivery of Models for Management can be **customized** to meet the needs of your organization.

### Classroom:

Our classroom methodologies can be a great choice for many.

Each module is set up for half-day presentations, utilizing group experiential exercises, video presentations, and facilitator input.

### Blended Learning:

Now our most popular delivery method. This method utilizes a blend of self-paced **eLearning** modules and live facilitated group work-sessions.

Live group work-sessions may be delivered in classroom or via distance learning methods utilizing live web conferencing or teleconferencing.

The backbone of the blended process is our interactive, self-paced eLearning modules which utilize only the best practices in learning methodologies.

Benefits of our blended learning methods include:

- Much of the learning is at the participant's individual learning pace.
- Format allows facilitator to spend more time in a consultative mode vs. a teaching mode.
- More flexible learning for participants = less productivity loss during the process.
- Less time away from the office and less cost associated with travel.

Contact us for more detailed information.

### Page Summary:

- Classroom or blended learning methods available
- Blended learning includes self-paced eLearning modules
- In-house programs
- Public programs
- Train-the-Trainer



Participants are given access to our secure eLearning platform. There is no IT investment required to participate in our blended learning program.

## In-house Programs

On-site classroom and/or blended methods for organizations

This option is for organizations with 10 or more managers to be trained at a time (fewer if there is a local facilitator in your area). We will design and deliver an in-house process utiliz-

ing classroom and/or blended learning methods that meet your organization's needs. Please contact us for more information.

## Public Programs

Blended program utilizing distance learning for individual managers or small groups

If you are a manager or an organization that would like to send individual managers (or smaller groups) through our program, we offer a public program utilizing our blended learning method which utilizes self-paced eLearning and live facilitated group work-sessions via web conferencing.

We offer flexible work-session dates that meet the needs of most learners and the self-paced portion of the program is available 24/7. We generally kickoff a new group each month, so please contact us for dates and times.

## Train-the-Trainer

Blended program utilizing distance learning for trainers and consultants

Our train-the-trainer program is designed to give training and development professionals all the support, experience, knowledge, and resources needed to deliver Models for Management.

Using a combination of self-paced eLearning modules and live work-sessions facilitated via web conferencing by our experts, you will experience our powerful development process first-hand, while learning to deliver MFM yourself.

Learning objectives:

- Exposure to MFM concepts and development processes.
- Experience the MFM learning process as a participant would.
- Determine which learning methods (Classroom, blended, and/or distance learning) are right for your organization.
- Give you everything you need to facilitate Models for Management.

*"I'm recommending it to my boss, his boss, and his boss's boss."*

- Robert Reynes, HR Manager, Crown Cork & Seal

*"Fun and enlightening. Enjoyed the personal insight while evaluating a program that will benefit my company."*

- Beth Jacobson, Training Representative, Toyota.