



# MANAGER DEVELOPMENT PROGRAM

**1-ON-1 COACHING: \$3,550 PER PERSON**

**GROUP COACHING: \$2,550 PER PERSON**  
(minimum of 3 people)



## FULLY CUSTOMIZED PROGRAM:

The Manager Development Program begins with a 15-minute **emotional intelligence assessment** which measures biases and clarity in thinking. The assessment results are used to generate **custom leadership development curriculum** focusing on the participant's strengths and blind spots. This unique development program includes **unlimited access to a personal leadership coach** for the entire 6-month period.

## Includes:



### Custom Leadership Development Report

**60-page customized leadership development report** describing natural strengths and blind spots.



### 13 eLessons

**Emailed every two weeks** and include **custom development tips and tactics** that you can begin implementing immediately.



### Monthly Leadership Coaching Calls

This monthly call is a 60-minute session where you will receive personalized coaching based on your strengths and blind spots related to each eLesson. These coaching sessions are designed to create accountability and awareness.



### Team Directory Report with Consultation Call

- How the leader's motivations compare to direct reports
- Insights on how to have critical conversations without making employees defensive
- How to motivate each direct report
- Thinking A likeness and Diversity Index



Contact **ZERORISK HR** today to learn more or get started!

**972-996-0800** or [service@zeroriskhr.com](mailto:service@zeroriskhr.com)

# BENEFITS OF THE PROGRAM



**DEVELOP**  
EFFECTIVE LEADERS



**REDUCE**  
MANAGEMENT  
HEADACHES



**INCREASE**  
EMPLOYEE  
ENGAGEMENT



**MAXIMIZE**  
PRODUCTIVITY



**BUILD**  
A HIGH  
PERFORMING TEAM

## COACHING SESSION TOPICS

### Month 1

- #1: Managing People as Individuals
- #2: The Four Thinking Conditions

### Month 2

- #3: Why People Contradict Themselves
- #4: Desire and Ability to Help Others Succeed

### Month 3

- #5: Placing People in the Right Roles
- #6: Adaptive Nature of Effective Communicators

### Month 4

- #7: Clear Direction and Motivating Support
- #8: Motivating Others

### Month 5

- #9: Management Method #1 - Directing
- #10: Management Method #2 - Coaching

### Month 6

- #11: Management Method #3 - Delegating
- #12: A Review of the Three Management Methods
- #13: Reviewing Performance



## REAL RESULTS

“What I enjoyed the most about the program is the mental breakthrough I had. I am now spending more time doing what I should have been doing all along. This has been so good for me.”

- COO, Libertyville Savings Bank



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