Perspectives Organizational Consulting Group

Management & Leadership Programs

Our suite of management and leadership programs are designed for everyone from emerging managers who are learning the basic skills to experienced leaders who manage large teams and organizations. When creating your custom program, you can rely on our business expertise, ongoing support, and our commitment to helping your organization address its challenges. Our solutions are based on your objectives and business strategy.

The work is collaborative, and the outcomes are what counts.

**HIGH-POTENTIAL PROGRAMS**

Prepare your high-potential employees today to be the leaders your organization will need tomorrow. Companies are facing the reality of mid- to top-level managers and executives retiring at a rate never seen before. Our customized development programs are designed to define the characteristics that are desired in future leaders, assess current employees to identify where to invest resources as you look ahead, and establish systems and processes to retain the institutional knowledge current leaders spent years amassing.

**Offerings include:**
- Cohort and individual programs
- 12-52 weeks in length
- Personal assessments
- Blended learning
- Mentorship
- Group trainings and one-on-one development coaching

**MANAGEMENT ESSENTIALS**

Most new managers have the technical skills to succeed. What they often lack is the skill of managing, motivating and developing their employees. The Management Essentials Programs introduce new and aspiring managers to the essential foundations for effective leadership. The programs focus on building skills to manage with competence and lead with purpose. Participants develop action plans and gather tools and techniques that can easily be applied to the workplace in support of your organizational strategy.

**Offerings include:**
- Management Best Practices
- New Manager Series
- Leadership Development Program
- Essential Coaching Skills for Leaders and Managers

**PERSONAL LEADERSHIP PROGRAMS**

Help managers become more effective through a unique development process that produces measurable results and a positive return on your investment.

We’ve partnered with Leadership Management Inc. (LMI), an international training and development company with over 40 years of experience helping individuals and organizations develop and utilize more of their true potential. The LMI Total Leader Programs™ give leaders an immersion into specific leadership topics. Management must be able to link cause and effect to tie the investment to the desired result. We have over three decades of

**Offerings include:**
- Effective Leadership Development
- Effective Personal Leadership
- Effective Motivational Leadership
- Effective Personal Productivity
- Total Leader Program
**PERSONAL LEADERSHIP PROGRAMS (continued)**

Experience and thousands of satisfied clients. The LMI process can help you reach your goals!

Select the modules to build your custom program. These highly focused experiences are working sessions, designed to help leaders apply what they learn to their current situations—and to their future goals. The ‘education’ happens outside of the class via readings and homework and the process of applying the learning to the participant’s job happens in the working sessions. What’s more, there is an app that augments the learnings with sessions and modules on it.

**STRATEGIC BUSINESS LEADERSHIP FOR TEAMS**

Our most in-depth, custom designed approach with components of one-to-one support via assessments and coaching. The essence of the strategic leadership development program is defined by the CEO or leader of the executive team. These programs help to align the performance of your leadership, managers and workforce with your organizational strategy. The programs will also build cohesion of the leadership team and improve cross functional collaboration in support of strategy execution.

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<th>Offerings include:</th>
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<tr>
<td>- Strategic Leadership Development Program</td>
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<td>- Leadership &amp; Team Performance</td>
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“**The Perspectives Organizational Consulting Group was an outstanding partner to work with in developing a Leadership Program! The team was incredibly responsive, professional, enthusiastic, and focused on meeting our unique needs in customizing their approach to our culture and priorities.”**

- Julia Kyle  
Organizational Strategy Consultant  
The University of Chicago

“**Incorporating Perspectives’ Leadership Coaching into our succession planning program helped to facilitate our high-potential employees’ personal development to improve their performance as leaders in our organization. The entire process was professional and informative.”**

- Heather Nelson  
Talent & Compensation Manager  
Human Resources Department  
Village of Schaumburg

Contact Jonathan Eisler, Managing Director of Organizational Consulting, at 312.636.6609 or JEisler@perspectivesltd.com.