

## THE KEY TO YOUR BUSINESS SUCCESS

ATTRACTING TOP TALENT AND KEEPING THEM INSPIRED

Your managers make the difference and their development is an investment in becoming recognized as a top employer. At Senga, we create intimate virtual learning experiences that translate learning into sustained new behaviours that result in improved performance.

Our program has two purposes, to build the skills and confidence of your individual managers **and** to increase the capacity of your organization.



### WHAT IS THE MANAGEMENT FUNDAMENTAL PROGRAM?

*Management Fundamentals* focuses on core skills that are foundational for all managers. The program:

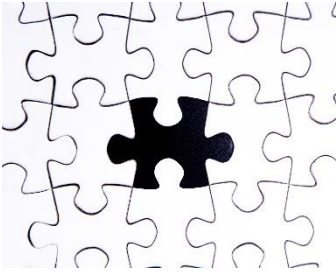
- Cultivates management behaviours
- Increases productivity, employee engagement and bottom line results
- Limits manager learning time away from work
- Accelerates learning through on the job practice
- Builds a peer coaching practice which supports continuous learning
- Teaches managers how to learn, preparing them to excel in ever-evolving environments
- Complements your performance management through measurable learning outcomes

### WHO NEEDS THE MANAGEMENT FUNDAMENTALS PROGRAM?

Our program is designed and delivered to work with companies that serve their customers through multiple locations, locally or worldwide. The design and virtual delivery enables your managers from different locations and departments to learn from and support each others development.

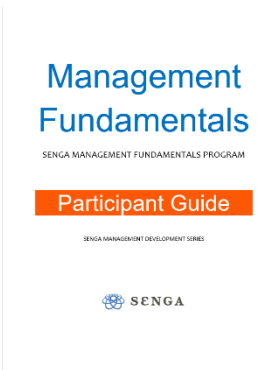
“Managing people is one of the  
ten essential work skills.

*The World Economic Forum (2016)*



## Participant Materials

- Learning Contract
- Pre-Post Assessment
- Participant Guide
- Peer Coaching Guide
- Learning Plan
- Learning Aides
- Course Completion Certificate



## ORGANIZATIONAL BENEFITS OF MANAGEMENT FUNDAMENTALS

Managers who participate in our program, manage with confidence. They...

### BUILD STRONG MOTIVATED TEAMS

- Hire the right people
- Develop employees to take initiative, act with confidence, maximize productivity
- Engage employees and teams, building commitment, productivity and relationships

### INFLUENCE ORGANIZATIONAL CHANGE

- Motivate others to take initiative
- Gain commitment to action
- Lead teams through change, helping them to adapt to change quicker

### ACHIEVE RESULTS

- Communicate often, to clarify expectations, encourage initiative and acknowledge success
- Coach to build capacity and confidence to act independently
- Hold difficult conversations to address issues early, resolve conflicts and improve results

## DELIVERY OPTIONS

Senga Management Fundamental Program is delivered through a facilitated, virtual learning platform that enables your managers to:

- develop essential behaviours, while minimizing time away from work
- learn from and support the development of colleagues from other company locations and departments
- strengthen relationships across your organization

You have the choice of two delivery options:

1. Join a Senga master trainer as they facilitate the ten 90 minute on-line modules, drawing on our knowledge and experience with management and organizations.
2. Your internal educators can be certified to deliver the Senga program through a licensing agreement. This allows you to include resources and examples that are unique to your organization and to schedule the training when it is ideal for you. Ask about Trainer Certification.

## WHAT IS THE NEXT STEP?

To find out how your organization can benefit from the skills learned in the Management Fundamentals Program, contact us today at:  
604.868.6929 or  
604.202-9920 or  
info@senga.ca

