



# Mapping Today's Challenges to an Eagle's Flight Program

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# Introduction

The path to success is more complex than ever for today's organizations. The challenges they face range from rapidly advancing technology and processes to increased competition and evolving markets. But with every challenge comes an opportunity—and there is no greater opportunity within an organization than the development of its people. Focusing on individuals and the skills they need to succeed is key to overcoming today's organizational challenges.

A recent World Economic Forum report found that by 2020, more than one-third of the desired core skill sets of most occupations will be composed of skills that are not yet considered crucial to the job. As business models change, so do the skill sets required for your organization's success. Ensuring you have the training and development in place to address these needs will be essential to future success.

For many companies, finding the right training partner is a critical step in closing an existing skills gap and

planning for a rapidly changing future. Eagle's Flight has delivered training and development programs, as well as team-building and conference events, to more than 2.1 million participants. And with nearly 30 years of experience, we've developed programs that cover a wide range of competencies and skills for organizations of all sizes and industries, with the common goal of improving organizational performance.

## Mapping Competencies to Eagle's Flight Programs

Every organization varies in the terminology it uses to describe the skills and competencies essential to a job role. Although you might not see the exact terminology you use in your company, this matrix will help you identify which Eagle's Flight programs best align with the types of skills and competencies you want to develop in your organization.

# Teamwork, Collaboration & Skill Development Programs

| <div> Skills &amp; Competencies</div> | 🕒 <1 Hour-1 Hour                           |  |  | 🕒 2-3 Hours                                 |  |  |                                               |  | 🕒 3-4 Hours |                                              |  |  |                                                    |  |  |                                                | 🕒 1/2-1 Day |  |                                                   |  |  |                                                                     | 🕒 Multiple Days |  |                                               |  |  |                                             |  |  |                                                                    |  |  |                                                               |  |  |                                                        |  |  |                                                      |  |  |                                                             |  |  |                                                               |  |  |                                                        |  |  |                                                       |  |  |                                                       |  |  |                                                     |  |  |                                                                    |  |  |                                               |  |  |                                            |  |  |                                                        |  |  |                                             |  |  |                                                      |  |  |                                                                           |  |  |                                                    |  |  |                                                  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|                                                                                                                        | Configs   10-1000 participants per session |  |  | Evolution   5-1000 participants per session |  |  | Tongo Towers  5-1000 participants per session |  |             | Draft Day   28-2000 participants per session |  |  | Red Line Racing   20-5000 participants per session |  |  | Jungle Fire   20-5000 participants per session |             |  | Arctic Pursuit   20-5000 participants per session |  |  | Coral Banks Construction Company   20-5000 participants per session |                 |  | Windjammer   10-5000 participants per session |  |  | Alpha Wave   5-500 participants per session |  |  | The Discovery of Dr. Thomas Rae   20-5000 participants per session |  |  | Customer Centricity in Action   5-50 participants per session |  |  | Promises, Promises!   20-5000 participants per session |  |  | Code Name: Enigma   10-5000 participants per session |  |  | Gold of the Desert Kings   10-5000 participants per session |  |  | Council of the Marble Star   10-5000 participants per session |  |  | Lord Deveon's Demise   10-500 participants per session |  |  | Expedition Outback   20-5000 participants per session |  |  | Rattlesnake Canyon   20-5000 participants per session |  |  | Tactical Excellence   5-30 participants per session |  |  | The Seven Cornerstones of Teamwork   5-30 participants per session |  |  | You're On!   up to 5 participants per session |  |  | C.A.N.O.E.   5-30 participants per session |  |  | Performance Management   5-30 participants per session |  |  | Taming Time   5-30 participants per session |  |  | Innovation in Action   5-30 participants per session |  |  | The Building Blocks of Service Excellence   5-30 participants per session |  |  | Talon Technologies   5-30 participants per session |  |  | The Sales M.B.A.   5-30 participants per session |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                                                                                                                        | People                                     |  |  |                                             |  |  |                                               |  |             |                                              |  |  |                                                    |  |  |                                                |             |  |                                                   |  |  |                                                                     |                 |  |                                               |  |  |                                             |  |  |                                                                    |  |  |                                                               |  |  |                                                        |  |  |                                                      |  |  |                                                             |  |  |                                                               |  |  |                                                        |  |  |                                                       |  |  |                                                       |  |  |                                                     |  |  |                                                                    |  |  |                                               |  |  |                                            |  |  |                                                        |  |  |                                             |  |  |                                                      |  |  |                                                                           |  |  |                                                    |  |  |                                                  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                                                                                                                        | Breaking Down Organizational Barriers      |  |  |                                             |  |  |                                               |  |             |                                              |  |  |                                                    |  |  |                                                |             |  |                                                   |  |  |                                                                     |                 |  |                                               |  |  |                                             |  |  |                                                                    |  |  |                                                               |  |  |                                                        |  |  |                                                      |  |  |                                                             |  |  |                                                               |  |  |                                                        |  |  |                                                       |  |  |                                                       |  |  |                                                     |  |  |                                                                    |  |  |                                               |  |  |                                            |  |  |                                                        |  |  |                                             |  |  |                                                      |  |  |                                                                           |  |  |                                                    |  |  |                                                  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

## Teamwork, Collaboration & Skill Development Programs

| <div> Skills &amp; Competencies</div> | 🕒 <1 Hour-1 Hour                           |                                             |                                                | 🕒 2-3 Hours                                  |                                                    |                                                |                                                   |                                                                     | 🕒 3-4 Hours                                   |                                             |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                               |                                                        |                                                       | 🕒 1/2-1 Day                                           |                                                     |                                                                    |                                               |                                            | 🕒 Multiple Days                                        |                                             |                                                      |                                                                           |                                                    |                                                  |   |   |
|------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|---------------------------------------------|------------------------------------------------|----------------------------------------------|----------------------------------------------------|------------------------------------------------|---------------------------------------------------|---------------------------------------------------------------------|-----------------------------------------------|---------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------|--------------------------------------------------------|------------------------------------------------------|-------------------------------------------------------------|---------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------|-----------------------------------------------------|--------------------------------------------------------------------|-----------------------------------------------|--------------------------------------------|--------------------------------------------------------|---------------------------------------------|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------------------|--------------------------------------------------|---|---|
|                                                                                                                        | Configs   10-1000 participants per session | Evolution   5-1000 participants per session | Tongo Towers   5-1000 participants per session | Draft Day   28-2000 participants per session | Red Line Racing   20-5000 participants per session | Jungle Fire   20-5000 participants per session | Arctic Pursuit   20-5000 participants per session | Coral Banks Construction Company   20-5000 participants per session | Windjammer   10-5000 participants per session | Alpha Wave   5-500 participants per session | The Discovery of Dr. Thomas Rae   20-5000 participants per session | Customer Centricity in Action   5-50 participants per session | Promises, Promises!   20-5000 participants per session | Code Name: Enigma   10-5000 participants per session | Gold of the Desert Kings   10-5000 participants per session | Council of the Marble Star   10-5000 participants per session | Lord Devoen's Demise   10-500 participants per session | Expedition Outback   20-5000 participants per session | Rattlesnake Canyon   20-5000 participants per session | Tactical Excellence   5-30 participants per session | The Seven Cornerstones of Teamwork   5-30 participants per session | You're Ont   up to 5 participants per session | C.A.N.O.E.   5-30 participants per session | Performance Management   5-30 participants per session | Taming Time   5-30 participants per session | Innovation in Action   5-30 participants per session | The Building Blocks of Service Excellence   5-30 participants per session | Talon Technologies   5-30 participants per session | The Sales M.B.A.   5-30 participants per session |   |   |
| Business                                                                                                               |                                            |                                             |                                                |                                              |                                                    |                                                |                                                   |                                                                     |                                               |                                             |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                               |                                                        |                                                       |                                                       |                                                     |                                                                    |                                               |                                            |                                                        |                                             |                                                      |                                                                           |                                                    |                                                  |   |   |
| Capitalizing on Opportunities                                                                                          |                                            |                                             |                                                | ✖                                            | ✖                                                  | ✖                                              | ✖                                                 | ✖                                                                   | ✖                                             |                                             |                                                                    | ✖                                                             |                                                        |                                                      | ✖                                                           | ✖                                                             |                                                        | ✖                                                     | ✖                                                     |                                                     |                                                                    |                                               |                                            | ✖                                                      |                                             | ✖                                                    | ✖                                                                         | ✖                                                  | ✖                                                | ✖ |   |
| Developing Partnerships                                                                                                |                                            |                                             |                                                | ✖                                            | ✖                                                  |                                                |                                                   |                                                                     | ✖                                             |                                             |                                                                    | ✖                                                             | ✖                                                      |                                                      |                                                             | ✖                                                             |                                                        |                                                       |                                                       | ✖                                                   |                                                                    |                                               |                                            |                                                        |                                             |                                                      |                                                                           | ✖                                                  |                                                  | ✖ |   |
| Effective Presentations                                                                                                |                                            |                                             |                                                |                                              |                                                    |                                                |                                                   |                                                                     |                                               |                                             |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                               |                                                        |                                                       |                                                       |                                                     |                                                                    | ✖                                             |                                            |                                                        |                                             |                                                      |                                                                           |                                                    |                                                  | ✖ |   |
| Innovation                                                                                                             |                                            |                                             |                                                |                                              |                                                    |                                                |                                                   |                                                                     |                                               |                                             |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                               |                                                        |                                                       |                                                       |                                                     |                                                                    |                                               |                                            |                                                        |                                             | ✖                                                    |                                                                           |                                                    | ✖                                                |   |   |
| Process Improvement                                                                                                    | ✖                                          |                                             |                                                |                                              |                                                    | ✖                                              |                                                   | ✖                                                                   |                                               |                                             |                                                                    |                                                               |                                                        | ✖                                                    | ✖                                                           |                                                               | ✖                                                      | ✖                                                     | ✖                                                     |                                                     |                                                                    | ✖                                             |                                            |                                                        |                                             | ✖                                                    |                                                                           |                                                    | ✖                                                |   |   |
| Project Management                                                                                                     |                                            |                                             |                                                |                                              |                                                    | ✖                                              |                                                   | ✖                                                                   |                                               |                                             |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                               |                                                        |                                                       |                                                       | ✖                                                   |                                                                    |                                               |                                            |                                                        |                                             | ✖                                                    |                                                                           |                                                    |                                                  |   |   |
| Resource Management                                                                                                    |                                            |                                             | ✖                                              | ✖                                            |                                                    | ✖                                              | ✖                                                 | ✖                                                                   | ✖                                             |                                             |                                                                    |                                                               |                                                        |                                                      | ✖                                                           |                                                               |                                                        |                                                       |                                                       | ✖                                                   |                                                                    |                                               |                                            |                                                        |                                             |                                                      |                                                                           |                                                    |                                                  |   |   |
| Sales Performance                                                                                                      |                                            |                                             |                                                |                                              |                                                    |                                                |                                                   |                                                                     | ✖                                             |                                             |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                               |                                                        |                                                       | ✖                                                     |                                                     |                                                                    |                                               |                                            |                                                        |                                             |                                                      |                                                                           |                                                    | ✖                                                |   | ✖ |
| Strategic Thinking                                                                                                     | ✖                                          | ✖                                           |                                                |                                              | ✖                                                  | ✖                                              | ✖                                                 | ✖                                                                   | ✖                                             |                                             |                                                                    | ✖                                                             | ✖                                                      | ✖                                                    | ✖                                                           |                                                               |                                                        |                                                       | ✖                                                     | ✖                                                   | ✖                                                                  |                                               |                                            |                                                        |                                             |                                                      |                                                                           |                                                    |                                                  | ✖ | ✖ |
| Service Orientation                                                                                                    |                                            |                                             |                                                |                                              |                                                    |                                                |                                                   | ✖                                                                   |                                               |                                             |                                                                    | ✖                                                             | ✖                                                      |                                                      |                                                             | ✖                                                             |                                                        | ✖                                                     | ✖                                                     |                                                     |                                                                    |                                               |                                            |                                                        |                                             |                                                      |                                                                           | ✖                                                  |                                                  | ✖ | ✖ |
| Negotiation                                                                                                            |                                            |                                             |                                                | ✖                                            |                                                    |                                                |                                                   |                                                                     | ✖                                             |                                             |                                                                    |                                                               | ✖                                                      |                                                      |                                                             | ✖                                                             |                                                        |                                                       | ✖                                                     |                                                     |                                                                    |                                               | ✖                                          |                                                        |                                             |                                                      |                                                                           |                                                    |                                                  |   | ✖ |

## Teamwork, Collaboration & Skill Development Programs

| <div> Skills &amp; Competencies</div> | 🕒 <1 Hour-1 Hour                           |                                             |                                                | 🕒 2-3 Hours                                  |                                                    |                                                |                                                   |                                                                     | 🕒 3-4 Hours                                   |                                             |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                               | 🕒 1/2-1 Day                                            |                                                       |                                                       |                                                     |                                                                    |                                               | 🕒 Multiple Days                            |                                                        |                                             |                                                      |                                                                           |                                                    |                                                  |   |
|------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|---------------------------------------------|------------------------------------------------|----------------------------------------------|----------------------------------------------------|------------------------------------------------|---------------------------------------------------|---------------------------------------------------------------------|-----------------------------------------------|---------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------|--------------------------------------------------------|------------------------------------------------------|-------------------------------------------------------------|---------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------|-----------------------------------------------------|--------------------------------------------------------------------|-----------------------------------------------|--------------------------------------------|--------------------------------------------------------|---------------------------------------------|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------------------|--------------------------------------------------|---|
|                                                                                                                        | Configs   10-1000 participants per session | Evolution   5-1000 participants per session | Tongo Towers   5-1000 participants per session | Draft Day   28-2000 participants per session | Red Line Racing   20-5000 participants per session | Jungle Fire   20-5000 participants per session | Arctic Pursuit   20-5000 participants per session | Coral Banks Construction Company   20-5000 participants per session | Windjammer   10-5000 participants per session | Alpha Wave   5-500 participants per session | The Discovery of Dr. Thomas Rae   20-5000 participants per session | Customer Centricity in Action   5-50 participants per session | Promises, Promises!   20-5000 participants per session | Code Name: Enigma   10-5000 participants per session | Gold of the Desert Kings   10-5000 participants per session | Council of the Marble Star   10-5000 participants per session | Lord Deveon's Demise   10-500 participants per session | Expedition Outback   20-5000 participants per session | Rattlesnake Canyon   20-5000 participants per session | Tactical Excellence   5-30 participants per session | The Seven Cornerstones of Teamwork   5-30 participants per session | You're On!   up to 5 participants per session | C.A.N.O.E.   5-30 participants per session | Performance Management   5-30 participants per session | Taming Time   5-30 participants per session | Innovation in Action   5-30 participants per session | The Building Blocks of Service Excellence   5-30 participants per session | Talon Technologies   5-30 participants per session | The Sales M.B.A.   5-30 participants per session |   |
| Personal                                                                                                               |                                            |                                             |                                                |                                              |                                                    |                                                |                                                   |                                                                     |                                               |                                             |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                               |                                                        |                                                       |                                                       |                                                     |                                                                    |                                               |                                            |                                                        |                                             |                                                      |                                                                           |                                                    |                                                  |   |
| Accountability                                                                                                         |                                            |                                             |                                                |                                              |                                                    | ✖                                              | ✖                                                 |                                                                     | ✖                                             | ✖                                           |                                                                    | ✖                                                             | ✖                                                      |                                                      | ✖                                                           | ✖                                                             |                                                        |                                                       |                                                       |                                                     | ✖                                                                  |                                               |                                            | ✖                                                      | ✖                                           | ✖                                                    |                                                                           | ✖                                                  |                                                  |   |
| Execution                                                                                                              | ✖                                          |                                             |                                                | ✖                                            | ✖                                                  | ✖                                              |                                                   | ✖                                                                   | ✖                                             | ✖                                           |                                                                    |                                                               | ✖                                                      |                                                      | ✖                                                           |                                                               | ✖                                                      | ✖                                                     | ✖                                                     | ✖                                                   | ✖                                                                  | ✖                                             |                                            |                                                        |                                             |                                                      |                                                                           |                                                    | ✖                                                | ✖ |
| Productivity                                                                                                           | ✖                                          |                                             |                                                | ✖                                            | ✖                                                  | ✖                                              | ✖                                                 | ✖                                                                   | ✖                                             |                                             |                                                                    |                                                               |                                                        |                                                      | ✖                                                           | ✖                                                             | ✖                                                      | ✖                                                     | ✖                                                     |                                                     |                                                                    |                                               |                                            |                                                        | ✖                                           |                                                      |                                                                           |                                                    | ✖                                                | ✖ |
| Problem Solving                                                                                                        |                                            | ✖                                           | ✖                                              |                                              | ✖                                                  | ✖                                              |                                                   | ✖                                                                   |                                               |                                             | ✖                                                                  |                                                               | ✖                                                      | ✖                                                    | ✖                                                           |                                                               | ✖                                                      | ✖                                                     | ✖                                                     | ✖                                                   | ✖                                                                  |                                               |                                            |                                                        |                                             |                                                      | ✖                                                                         |                                                    | ✖                                                | ✖ |
| Protocols Adherence                                                                                                    |                                            |                                             |                                                |                                              |                                                    |                                                |                                                   |                                                                     |                                               | ✖                                           |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                               |                                                        |                                                       |                                                       |                                                     |                                                                    |                                               |                                            |                                                        |                                             |                                                      |                                                                           |                                                    |                                                  |   |
| Goal Setting                                                                                                           |                                            |                                             |                                                |                                              | ✖                                                  | ✖                                              | ✖                                                 |                                                                     | ✖                                             |                                             |                                                                    |                                                               |                                                        |                                                      | ✖                                                           | ✖                                                             |                                                        |                                                       |                                                       | ✖                                                   |                                                                    | ✖                                             |                                            |                                                        | ✖                                           | ✖                                                    | ✖                                                                         |                                                    |                                                  | ✖ |
| Judgment and Decision-Making                                                                                           |                                            |                                             |                                                |                                              | ✖                                                  | ✖                                              | ✖                                                 |                                                                     | ✖                                             | ✖                                           |                                                                    | ✖                                                             |                                                        | ✖                                                    | ✖                                                           |                                                               | ✖                                                      | ✖                                                     | ✖                                                     | ✖                                                   | ✖                                                                  |                                               |                                            |                                                        |                                             |                                                      |                                                                           | ✖                                                  |                                                  | ✖ |
| Self-Confidence                                                                                                        |                                            |                                             |                                                |                                              |                                                    |                                                |                                                   |                                                                     |                                               |                                             |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                               |                                                        |                                                       |                                                       |                                                     |                                                                    | ✖                                             |                                            |                                                        |                                             |                                                      |                                                                           |                                                    |                                                  | ✖ |
| Stress Management                                                                                                      |                                            |                                             |                                                |                                              |                                                    |                                                |                                                   |                                                                     |                                               |                                             |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                               |                                                        |                                                       |                                                       |                                                     |                                                                    |                                               |                                            |                                                        | ✖                                           |                                                      |                                                                           |                                                    |                                                  |   |
| Time Management                                                                                                        | ✖                                          |                                             | ✖                                              | ✖                                            | ✖                                                  | ✖                                              | ✖                                                 | ✖                                                                   | ✖                                             |                                             |                                                                    |                                                               | ✖                                                      |                                                      | ✖                                                           |                                                               | ✖                                                      | ✖                                                     |                                                       |                                                     | ✖                                                                  | ✖                                             |                                            |                                                        |                                             | ✖                                                    |                                                                           |                                                    |                                                  | ✖ |

## Teamwork, Collaboration & Skill Development Programs

| <div>Skills &amp; Competencies</div> | 🕒 <1 Hour-1 Hour                           |                                             |                                               | 🕒 2-3 Hours                                  |                                                    |                                                |                                                   |                                                                     | 🕒 3-4 Hours                                   |                                             |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                                | 🕒 1/2-1 Day                                            |                                                       |                                                       |                                                     |                                                                    |                                               | 🕒 Multiple Days                            |                                                        |                                             |                                                      |                                                                           |                                                    |                                                  |  |
|--------------------------------------|--------------------------------------------|---------------------------------------------|-----------------------------------------------|----------------------------------------------|----------------------------------------------------|------------------------------------------------|---------------------------------------------------|---------------------------------------------------------------------|-----------------------------------------------|---------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------|--------------------------------------------------------|------------------------------------------------------|-------------------------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------|-----------------------------------------------------|--------------------------------------------------------------------|-----------------------------------------------|--------------------------------------------|--------------------------------------------------------|---------------------------------------------|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------------------|--------------------------------------------------|--|
|                                      | Configs   10-1000 participants per session | Evolution   5-1000 participants per session | Tongo Towers  5-1000 participants per session | Draft Day   28-2000 participants per session | Red Line Racing   20-5000 participants per session | Jungle Fire   20-5000 participants per session | Arctic Pursuit   20-5000 participants per session | Coral Banks Construction Company   20-5000 participants per session | Windjammer   10-5000 participants per session | Alpha Wave   5-500 participants per session | The Discovery of Dr. Thomas Rae   20-5000 participants per session | Customer Centricity in Action   5-50 participants per session | Promises, Promises!   20-5000 participants per session | Code Name: Enigma   10-5000 participants per session | Gold of the Desert Kings   10-5000 participants per session | Council of the Marble Star   10-50000 participants per session | Lord Deveon's Demise   10-500 participants per session | Expedition Outback   20-5000 participants per session | Rattlesnake Canyon   20-5000 participants per session | Tactical Excellence   5-30 participants per session | The Seven Cornerstones of Teamwork   5-30 participants per session | You're On!   up to 5 participants per session | C.A.N.O.E.   5-30 participants per session | Performance Management   5-30 participants per session | Taming Time   5-30 participants per session | Innovation in Action   5-30 participants per session | The Building Blocks of Service Excellence   5-30 participants per session | Talon Technologies   5-30 participants per session | The Sales M.B.A.   5-30 participants per session |  |
| People Management                    |                                            |                                             |                                               |                                              |                                                    |                                                |                                                   |                                                                     |                                               |                                             |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                                |                                                        |                                                       |                                                       |                                                     |                                                                    |                                               |                                            |                                                        |                                             |                                                      |                                                                           |                                                    |                                                  |  |
| Anticipating Needs                   | ✖                                          |                                             |                                               |                                              |                                                    | ✖                                              |                                                   |                                                                     | ✖                                             |                                             |                                                                    | ✖                                                             | ✖                                                      |                                                      | ✖                                                           |                                                                |                                                        |                                                       | ✖                                                     | ✖                                                   |                                                                    |                                               |                                            | ✖                                                      |                                             |                                                      |                                                                           | ✖                                                  |                                                  |  |
| Change Management                    |                                            | ✖                                           |                                               |                                              | ✖                                                  |                                                |                                                   |                                                                     | ✖                                             |                                             |                                                                    |                                                               |                                                        | ✖                                                    |                                                             |                                                                |                                                        | ✖                                                     |                                                       | ✖                                                   |                                                                    |                                               |                                            |                                                        |                                             |                                                      |                                                                           |                                                    |                                                  |  |
| Coaching Others                      | ✖                                          |                                             |                                               |                                              |                                                    |                                                |                                                   |                                                                     |                                               |                                             | ✖                                                                  |                                                               |                                                        |                                                      |                                                             |                                                                |                                                        |                                                       |                                                       | ✖                                                   |                                                                    |                                               | ✖                                          | ✖                                                      |                                             |                                                      |                                                                           |                                                    |                                                  |  |
| Creating a Shared Vision             | ✖                                          | ✖                                           | ✖                                             |                                              |                                                    |                                                |                                                   | ✖                                                                   |                                               |                                             |                                                                    | ✖                                                             | ✖                                                      |                                                      |                                                             |                                                                |                                                        |                                                       |                                                       |                                                     | ✖                                                                  |                                               |                                            | ✖                                                      | ✖                                           |                                                      |                                                                           |                                                    | ✖                                                |  |
| Delivering Feedback                  | ✖                                          |                                             |                                               |                                              |                                                    |                                                |                                                   |                                                                     |                                               |                                             | ✖                                                                  |                                                               |                                                        |                                                      |                                                             | ✖                                                              | ✖                                                      |                                                       |                                                       |                                                     |                                                                    | ✖                                             | ✖                                          | ✖                                                      | ✖                                           |                                                      |                                                                           |                                                    | ✖                                                |  |
| Developing Others                    |                                            |                                             |                                               |                                              |                                                    |                                                |                                                   |                                                                     |                                               |                                             | ✖                                                                  |                                                               |                                                        |                                                      |                                                             |                                                                |                                                        |                                                       |                                                       |                                                     |                                                                    |                                               | ✖                                          | ✖                                                      | ✖                                           |                                                      |                                                                           |                                                    |                                                  |  |
| Fostering Employee Engagement        | ✖                                          |                                             |                                               |                                              |                                                    |                                                |                                                   | ✖                                                                   |                                               |                                             |                                                                    |                                                               | ✖                                                      |                                                      | ✖                                                           |                                                                |                                                        |                                                       |                                                       |                                                     | ✖                                                                  | ✖                                             | ✖                                          | ✖                                                      | ✖                                           |                                                      |                                                                           |                                                    |                                                  |  |
| Modeling Behavior                    | ✖                                          | ✖                                           |                                               |                                              |                                                    |                                                |                                                   |                                                                     |                                               |                                             | ✖                                                                  |                                                               | ✖                                                      |                                                      |                                                             | ✖                                                              |                                                        |                                                       |                                                       |                                                     |                                                                    |                                               |                                            | ✖                                                      |                                             |                                                      |                                                                           |                                                    |                                                  |  |
| Conflict Resolution                  |                                            |                                             |                                               |                                              |                                                    |                                                |                                                   |                                                                     |                                               |                                             |                                                                    | ✖                                                             |                                                        |                                                      |                                                             |                                                                |                                                        |                                                       |                                                       |                                                     |                                                                    |                                               |                                            | ✖                                                      |                                             |                                                      |                                                                           |                                                    |                                                  |  |
| Performance Management               | ✖                                          |                                             |                                               |                                              |                                                    |                                                |                                                   | ✖                                                                   |                                               |                                             | ✖                                                                  |                                                               |                                                        |                                                      |                                                             | ✖                                                              |                                                        |                                                       |                                                       |                                                     | ✖                                                                  |                                               | ✖                                          | ✖                                                      | ✖                                           |                                                      |                                                                           |                                                    |                                                  |  |
| Delegation                           |                                            |                                             |                                               |                                              |                                                    |                                                |                                                   | ✖                                                                   |                                               |                                             |                                                                    |                                                               |                                                        |                                                      |                                                             |                                                                |                                                        |                                                       |                                                       | ✖                                                   |                                                                    |                                               | ✖                                          |                                                        |                                             |                                                      |                                                                           |                                                    |                                                  |  |

# Leadership Programs

These programs can be run with 5 to 50 participants per session.

|                                                                                                        | Personal Leadership (for individual contributors) |                           |             |             |                           |                      | Practical Leadership (for mid-level managers) |                                   |                          |                          |                      | Living Leadership (for senior leaders) |                          |                          |                                |                           |                                     |                                        |                        |                               |
|--------------------------------------------------------------------------------------------------------|---------------------------------------------------|---------------------------|-------------|-------------|---------------------------|----------------------|-----------------------------------------------|-----------------------------------|--------------------------|--------------------------|----------------------|----------------------------------------|--------------------------|--------------------------|--------------------------------|---------------------------|-------------------------------------|----------------------------------------|------------------------|-------------------------------|
|                                                                                                        | Building Effective Relationships                  | Communicating & Listening | Team Skills | Taming Time | Managing Conflict at Work | Understanding Stress | Creating a Culture of Accountability          | Maximizing Personal Effectiveness | Building & Leading Teams | Communicating for Impact | Coaching for Results | The Leader's Imperatives               | Outcome-Based Leadership | Accelerating Performance | Leading an Empowered Workforce | Powering Team Performance | Mastering World-Class Communication | Mastering Organizational Communication | Executional Excellence | Leading in Transitional Times |
|  Skills & Competencies |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |
| People                                                                                                 |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Breaking Down Organizational Barriers                                                                  |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          | ×                              |                           |                                     |                                        |                        |                               |
| Building Relationships                                                                                 | ×                                                 |                           | ×           |             | ×                         |                      |                                               |                                   | ×                        |                          |                      |                                        |                          | ×                        | ×                              |                           |                                     |                                        |                        |                               |
| Effective Communication                                                                                | ×                                                 | ×                         | ×           |             | ×                         |                      |                                               |                                   | ×                        | ×                        | ×                    |                                        | ×                        | ×                        | ×                              | ×                         | ×                                   | ×                                      | ×                      | ×                             |
| Empowering Others                                                                                      | ×                                                 |                           |             |             |                           |                      | ×                                             |                                   |                          |                          | ×                    | ×                                      | ×                        | ×                        | ×                              | ×                         |                                     | ×                                      |                        | ×                             |
| Fostering Teamwork and Collaboration                                                                   |                                                   |                           | ×           |             |                           |                      |                                               |                                   | ×                        |                          |                      |                                        | ×                        | ×                        | ×                              | ×                         |                                     | ×                                      | ×                      |                               |
| Emotional Intelligence                                                                                 | ×                                                 | ×                         | ×           |             | ×                         | ×                    |                                               |                                   |                          |                          |                      | ×                                      |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Leading Meetings                                                                                       |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Providing Motivational Support                                                                         |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          | ×                    |                                        |                          | ×                        | ×                              | ×                         |                                     |                                        |                        |                               |

## Leadership Programs

|                                                                                                        | Personal Leadership (for individual contributors) |                           |             |             |                           |                      | Practical Leadership (for mid-level managers) |                                   |                          |                          |                      | Living Leadership (for senior leaders) |                          |                          |                                |                           |                                     |                                        |                        |                               |
|--------------------------------------------------------------------------------------------------------|---------------------------------------------------|---------------------------|-------------|-------------|---------------------------|----------------------|-----------------------------------------------|-----------------------------------|--------------------------|--------------------------|----------------------|----------------------------------------|--------------------------|--------------------------|--------------------------------|---------------------------|-------------------------------------|----------------------------------------|------------------------|-------------------------------|
|                                                                                                        | Building Effective Relationships                  | Communicating & Listening | Team Skills | Taming Time | Managing Conflict at Work | Understanding Stress | Creating a Culture of Accountability          | Maximizing Personal Effectiveness | Building & Leading Teams | Communicating for Impact | Coaching for Results | The Leader's Imperatives               | Outcome-Based Leadership | Accelerating Performance | Leading an Empowered Workforce | Powering Team Performance | Mastering World-Class Communication | Mastering Organizational Communication | Executional Excellence | Leading in Transitional Times |
|  Skills & Competencies |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |
| <b>Business</b>                                                                                        |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Capitalizing on Opportunities                                                                          |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        | ×                        | ×                        |                                | ×                         | ×                                   | ×                                      | ×                      |                               |
| Developing Partnerships                                                                                | ×                                                 |                           |             |             |                           |                      |                                               |                                   | ×                        |                          |                      |                                        | ×                        | ×                        |                                | ×                         | ×                                   | ×                                      |                        |                               |
| Effective Presentations                                                                                |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           | ×                                   |                                        |                        |                               |
| Innovation                                                                                             |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Process Improvement                                                                                    |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        | ×                      |                               |
| Project Management                                                                                     |                                                   |                           |             | ×           |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          | ×                        |                                |                           |                                     |                                        | ×                      |                               |
| Resource Management                                                                                    |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                | ×                         |                                     |                                        |                        |                               |
| Sales Performance                                                                                      |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Strategic Thinking                                                                                     |                                                   |                           |             |             |                           |                      |                                               | ×                                 |                          |                          |                      |                                        |                          | ×                        |                                |                           |                                     |                                        | ×                      | ×                             |
| Service Orientation                                                                                    |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Negotiation                                                                                            |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |

## Leadership Programs

|                              | Personal Leadership (for individual contributors) |                           |             |             |                           |                      | Practical Leadership (for mid-level managers) |                                   |                          |                          |                      | Living Leadership (for senior leaders) |                          |                          |                                |                           |                                     |                                        |                        |                               |
|------------------------------|---------------------------------------------------|---------------------------|-------------|-------------|---------------------------|----------------------|-----------------------------------------------|-----------------------------------|--------------------------|--------------------------|----------------------|----------------------------------------|--------------------------|--------------------------|--------------------------------|---------------------------|-------------------------------------|----------------------------------------|------------------------|-------------------------------|
|                              | Building Effective Relationships                  | Communicating & Listening | Team Skills | Taming Time | Managing Conflict at Work | Understanding Stress | Creating a Culture of Accountability          | Maximizing Personal Effectiveness | Building & Leading Teams | Communicating for Impact | Coaching for Results | The Leader's Imperatives               | Outcome-Based Leadership | Accelerating Performance | Leading an Empowered Workforce | Powering Team Performance | Mastering World-Class Communication | Mastering Organizational Communication | Executional Excellence | Leading in Transitional Times |
| Skills & Competencies        |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Personal                     |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Accountability               |                                                   |                           |             | ×           |                           |                      | ×                                             |                                   |                          |                          |                      | ×                                      | ×                        | ×                        | ×                              | ×                         |                                     |                                        |                        |                               |
| Execution                    |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     | ×                                      | ×                      | ×                             |
| Productivity                 |                                                   |                           |             | ×           |                           |                      |                                               | ×                                 |                          |                          |                      |                                        |                          | ×                        | ×                              | ×                         |                                     |                                        | ×                      | ×                             |
| Problem Solving              |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Protocols Adherence          |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Goal Setting                 |                                                   |                           |             | ×           |                           |                      |                                               | ×                                 |                          |                          |                      |                                        |                          | ×                        |                                |                           |                                     |                                        |                        |                               |
| Judgment and Decision-Making |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      | ×                                      |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Self-Confidence              |                                                   |                           |             |             |                           |                      |                                               |                                   |                          |                          |                      |                                        |                          |                          | ×                              |                           |                                     |                                        |                        |                               |
| Stress Management            |                                                   |                           |             | ×           |                           | ×                    |                                               |                                   |                          |                          |                      |                                        |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Time Management              |                                                   |                           |             | ×           |                           |                      |                                               | ×                                 |                          |                          |                      |                                        |                          | ×                        |                                |                           |                                     |                                        | ×                      |                               |

## Leadership Programs

|  Skills & Competencies | Building Effective Relationships | Communicating & Listening | Team Skills | Taming Time | Managing Conflict at Work | Understanding Stress | Creating a Culture of Accountability | Maximizing Personal Effectiveness | Building & Leading Teams | Communicating for Impact | Coaching for Results | The Leader's Imperatives | Outcome-Based Leadership | Accelerating Performance | Leading an Empowered Workforce | Powering Team Performance | Mastering World-Class Communication | Mastering Organizational Communication | Executional Excellence | Leading in Transitional Times |
|---------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------|-------------|-------------|---------------------------|----------------------|--------------------------------------|-----------------------------------|--------------------------|--------------------------|----------------------|--------------------------|--------------------------|--------------------------|--------------------------------|---------------------------|-------------------------------------|----------------------------------------|------------------------|-------------------------------|
| People Management                                                                                       |                                  |                           |             |             |                           |                      |                                      |                                   |                          |                          |                      |                          |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Anticipating Needs                                                                                      |                                  |                           |             |             |                           |                      |                                      | ✖                                 |                          |                          |                      |                          |                          | ✖                        |                                |                           |                                     |                                        |                        | ✖                             |
| Change Management                                                                                       |                                  |                           |             |             |                           |                      |                                      |                                   |                          |                          |                      | ✖                        |                          |                          |                                |                           |                                     | ✖                                      | ✖                      | ✖                             |
| Coaching Others                                                                                         |                                  |                           |             |             |                           |                      |                                      |                                   |                          | ✖                        | ✖                    |                          | ✖                        |                          | ✖                              |                           |                                     |                                        |                        |                               |
| Creating a Shared Vision                                                                                |                                  |                           |             |             |                           |                      |                                      |                                   | ✖                        |                          |                      |                          |                          |                          |                                | ✖                         | ✖                                   | ✖                                      |                        | ✖                             |
| Delivering Feedback                                                                                     |                                  |                           |             |             |                           |                      |                                      |                                   |                          | ✖                        | ✖                    |                          | ✖                        |                          | ✖                              | ✖                         |                                     |                                        |                        |                               |
| Developing Others                                                                                       |                                  |                           |             |             |                           |                      |                                      |                                   |                          | ✖                        | ✖                    |                          | ✖                        |                          | ✖                              |                           |                                     |                                        |                        |                               |
| Fostering Employee Engagement                                                                           |                                  |                           |             |             |                           |                      |                                      |                                   |                          | ✖                        | ✖                    |                          | ✖                        |                          | ✖                              |                           |                                     |                                        |                        | ✖                             |
| Modeling Behavior                                                                                       |                                  |                           |             |             |                           |                      |                                      |                                   | ✖                        |                          | ✖                    | ✖                        | ✖                        |                          |                                |                           |                                     |                                        |                        | ✖                             |
| Conflict Resolution                                                                                     |                                  |                           |             |             |                           |                      |                                      |                                   |                          |                          |                      |                          |                          |                          |                                |                           |                                     |                                        |                        |                               |
| Performance Management                                                                                  |                                  |                           |             |             |                           |                      |                                      |                                   |                          | ✖                        | ✖                    |                          | ✖                        |                          | ✖                              |                           |                                     |                                        |                        |                               |
| Delegation                                                                                              |                                  |                           |             |             |                           |                      |                                      | ✖                                 |                          |                          |                      |                          |                          |                          | ✖                              |                           |                                     |                                        |                        |                               |



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Whether you need to improve sales performance or collaboration within teams, we rely on the power of experiential learning to effectively address your challenges. Experiential learning builds personal conviction and can be the difference between truly changing behavior and just providing more information. With an experiential learning approach, new competencies are developed, more information is retained, and individuals are more likely to enthusiastically apply their new knowledge back on the job.

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