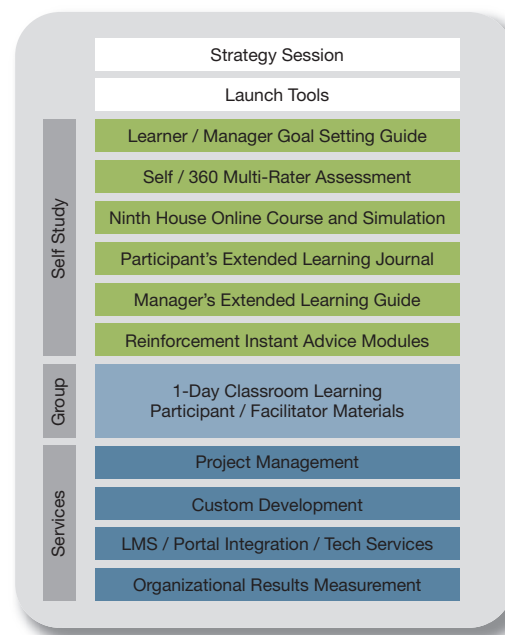


Leadership Development Solutions

Experienced Managers Solution Suite

A recent study from human capital expert Watson Wyatt indicates that employees in today's workforce are dazed and confused. More than 50% of U.S. employees:

- Lack confidence in senior management at their companies.
- Are unclear about the link between their jobs and their companies' objectives.
- Rate their companies poorly when it comes to managing business change.



Self-paced learning is an efficient way to teach and practice new skills, especially with a globally distributed workforce. But leveraging social energy and group dynamics is critical to any change process and helps put learning into an organizational context.

From setting the initial strategy to measuring results and beyond, Ninth House offers the tools, materials and best practices to make your initiative a success.

The message is clear. As organizations turn to their Experienced Managers, these managers often lack the fundamental leadership and management skills needed to execute at this level in an organization. The reduction in hierarchy over the past several years has left them in a critical, visible position and facing a complex—and potentially overwhelming—set of organizational challenges.

Comprised of four interactive courses from the award-winning Ninth House curriculum, the Experienced Managers Solution Suite from Ninth House affords these highly-charged executives a means to improve their own skillsets in private and at their convenience.

Key Skills Acquired in this Solution Suite

THINKING

Forging Breakthroughs with Peter Senge provides a framework for breaking down perceived barriers and aligning mental models through a proven process of inquiry.

MANAGEMENT

Situational Leadership® II presented by Ken Blanchard provides Experienced Managers with the tools and techniques for managing direct reports and addressing their development.

HIGH-PERFORMING TEAMS

Optimizing Team Performance with Jon Katzenbach enables a methodology for evaluating and organizing teams into living structures that align with their department's goals.

RESULTS

Partnering For Results with Lorraine Segil assists the Experienced Manager in guiding employees through internal/external alliances based on the partner, project and personality.