

Stepping Up to Supervision Certificate Program

Who Should Attend:
Individual contributors and supervisory candidates

- Key Points:**
- Participants evaluate the differences between being an individual contributor and a supervisor; practice core supervisory skills; and learn how they can demonstrate leadership in their current role
 - Assessment helps participants determine if a supervisor role fits their interests and capabilities

Team Leader Certificate Program

Who Should Attend:
Team leaders, lead workers and group leaders

- Key Points:**
- Focus on developing leadership skills that enable participants to influence accountability, productivity and performance
 - Post-class action plan helps participants work with supervisors and peers to build better team environment

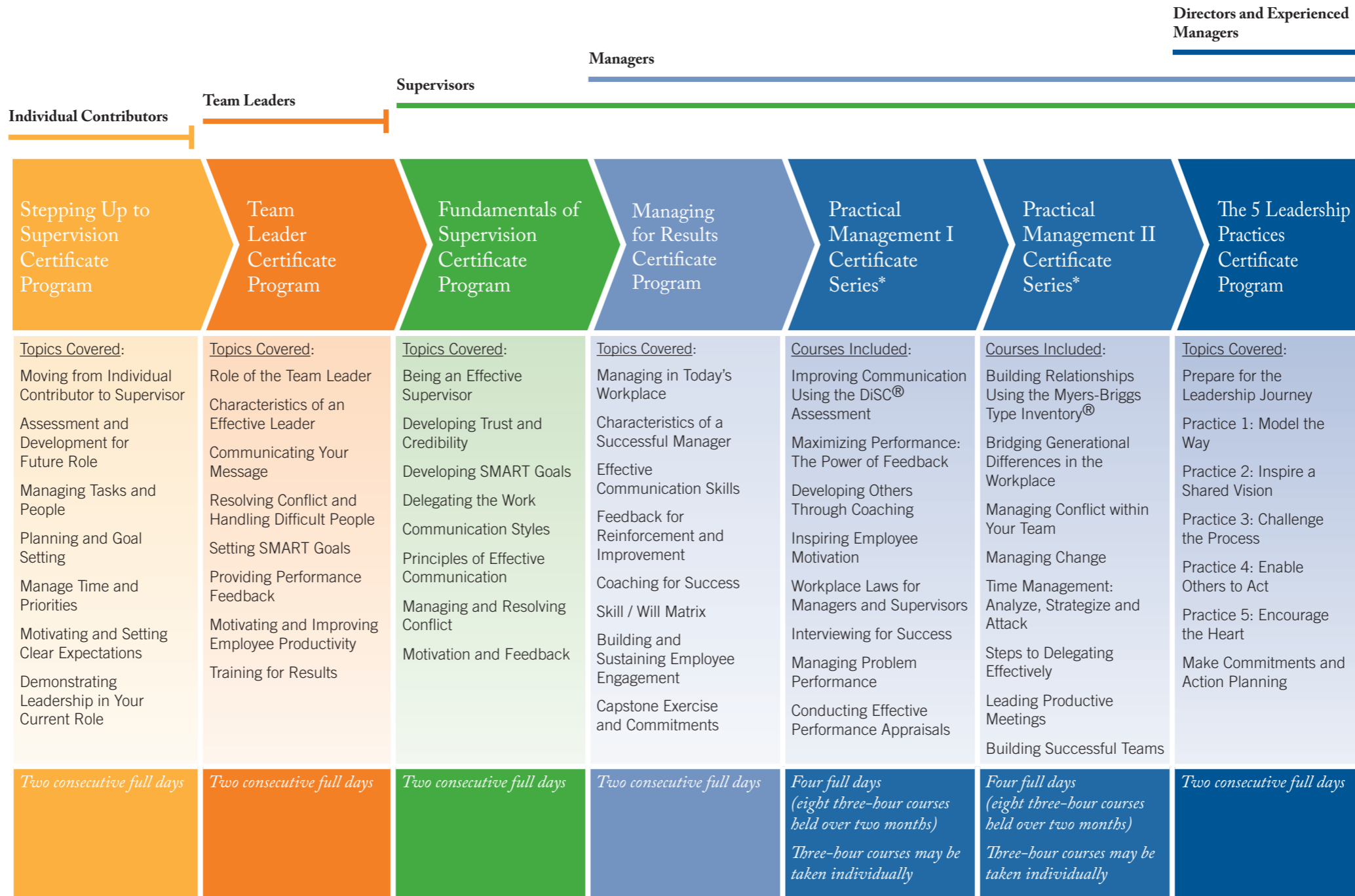
Fundamentals of Supervision Certificate Program

Who Should Attend:
Supervisors and managers new to supervision, with less than one year of experience

- Key Points:**
- Focus on building basic supervisory knowledge and skills
 - All participants complete a self-assessment to identify strengths and opportunity areas to become a more effective supervisor

The Management Advantage™

Learn, Grow, Succeed



*Courses within Series may be taken individually

Managing for Results Certificate Program

Who Should Attend:
New and experienced managers and supervisors with more than two years of experience

- Key Points:**
- Focus on the changing role of a manager today and what success looks like
 - Utilizes practical, experiential activities and peer learning to build skills and self-awareness
 - Action Plans and Capstone Exercise to drive application and transfer of learning

Practical Management I and II Certificate Series

Who Should Attend:
New and experienced managers and supervisors

- Key Points:**
- Focus on enhancing skills to build confidence and capabilities
 - Participants learn to successfully handle performance issues
 - Series are designed to be taken together to provide managers with the skills they need to optimize their performance

The 5 Leadership Practices Certificate Program

Who Should Attend:
Managers, Supervisors, Directors, Leadership Teams, HR Professionals

- Key Points:**
- Focuses on the Five Practices of Exemplary Leadership®
 - Based on research and data by critically acclaimed best-seller
 - Immensely practical and hands-on
 - Includes Action Planning and commitments to support transfer back-on-the-job

Register today at www.capital.org/themanagementadvantage

