

**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

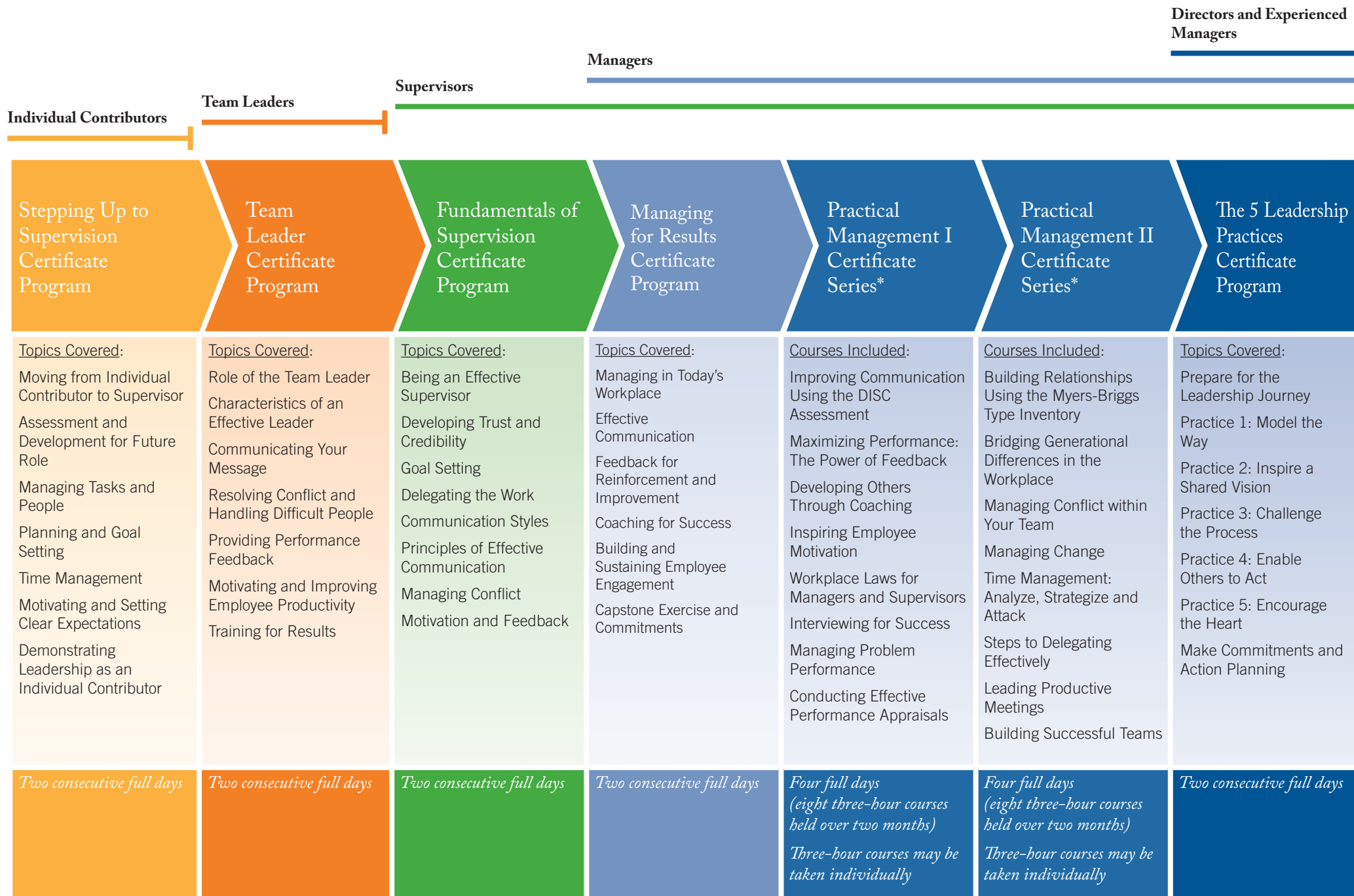
**Fundamentals of Supervision Certificate Program**

**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 one year 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 Activity 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
  - Utilizes the Leadership Practices Inventory™ to measure leadership behaviors
  - Includes Action Planning and manager involvement to support transfer back-on-the-job

Register today at [www.capital.org/themanagementadvantage](http://www.capital.org/themanagementadvantage)

