



icapstone

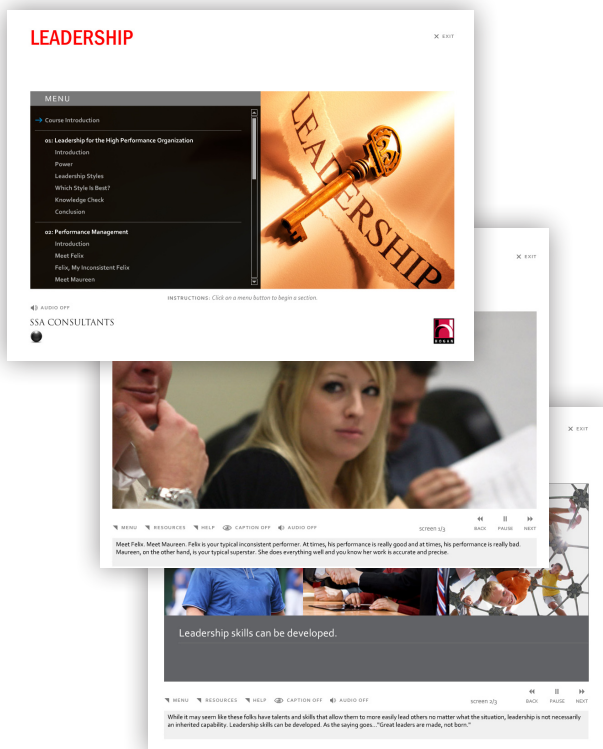
P E R S O N A L I Z E Y O U R T R A I N I N G

Leadership concerns being able to build and maintain a high performing team. Leaders must always develop themselves and understand how their behavior is influential to the work environment they create. iCapstone is designed to help people become more effective managers and to improve the performance of their team through online training programs, or *core modules*, customized to each manager's leadership style.

It's not about the process; it's about the person. This customized development program maximizes success by focusing on behavioral characteristics and how they apply to day-to-day managerial interactions.

FEATURES & BENEFITS

- Time-flexible and convenient online training courses
- Unlimited access on subscription-based platform
- Personalized experience based on Hogan assessment results
- Cost-effective training platform
- No off-site training
- Applicable to front-line through senior level executives



CORE MODULES

Leadership

Developing leadership skills for a high performance organization

- Leaders know how to get things done and maximize organizational resources.
- When applying appropriate leadership styles to particular situations, leaders gain the most from their teams.

Performance Management

Managing inconsistent performers vs. high performers

- Converting inconsistent performers into valuable team members is an essential management responsibility.
- While managing inconsistent performers may be difficult, managing high performers is an equally important yet often-neglected task.

Communication

Creating mutual and shared understanding of information

- Individuals spend 75% of their time interacting with other team members one-on-one, in group meetings, on the phone, via emails, or written formats.
- Through effective communication of expectations, career opportunities, corporate news, and organizational change, managers prevent information loss that leads to speculation, gossip and misunderstanding.

Effective Teams

Building and fostering an effective team

- Teamwork is vital to success in the workplace.
- Management style can both help and hinder the effectiveness of a team based on the prevailing environment.

For more information or to order, visit icapstoneonline.com