



Tidemark Corporation

2016 Overview of Training Programs, Courses and Workshops.

Management-Leadership Essentials

An interactive course for supervisors and mid-level managers.

Management Coaching: Mastering Employee Conversations

A workshop for team leaders at every level.

Leadership for Executives: Strategies for Success

A course for senior managers and executives.

Coaching Through Leadership Transitions

A training and coaching program for managers and leaders at every level.

EQ for Leaders

A workshop for emerging and experienced leaders.

Team Acceleration

A workshop for teams and team leaders.

Management-Leadership Essentials

An interactive course for supervisors and mid-level managers.

Description

Management-Leadership Essentials teaches the skills, knowledge and best practices necessary to succeed as a manager. The course features a blend of classroom training, peer discussion, coaching and e-learning. Topics include: Understanding Your Role, Working Through Others, Leading Your Team, Managing Performance, Managing Up, Personal Brand & Effectiveness. A pre-course talent assessment provides individualized feedback on management-leadership style, personal skills, strengths and areas for development. One-on-one debriefing sessions help participants learn how to use insights from the talent assessments to increase self-awareness and set goals.

Learning Objectives

Course objectives focus on increasing management-leadership competence and confidence.

- Adopting a managerial skillset and leadership mindset
- Building superior working relationships and adapting to different personalities
- Coaching and motivating staff, including virtual staff/teams
- Creating the environment for team success
- Holding individuals and teams accountable to do their best work
- Appreciating the big picture and what it means to think strategically
- Giving performance feedback
- Handling challenges and managing conflict

Materials

- Participant Workbook & Handouts
- Talent Assessment & Coaching Report
- Personalized Development Plan
- 12-month Subscription to Online/E-Learning
- Certificate of Completion

Length

12 hours (six 2-hour classes)

Pricing

\$795.00 per person (includes materials). Group discounts available.

Location

Tidemark Corporation
25 Braintree Hill Office Park, Suite 200, Training Classroom
Braintree, MA 02184

Onsite option: This program can be customized to any organization and delivered in-house/onsite.

Management Coaching: Mastering Employee Conversations

A workshop for team leaders at every level.

Description

This management coaching workshop is specifically focused on helping team leaders learn how to effectively handle common and/or challenging situations they have experienced, or may experience, in managing people. The examples introduced reflect contemporary, real-world situations. Participants work in pairs and as teams to develop approaches to a series of scenarios designed to provide hands-on practice through role-playing. Throughout the simulated manager-staff conversations, participants receive continual feedback and engage in group discussion.

Throughout the workshop, participants practice a range of critical skills such as problem solving, conflict management, negotiation and diplomacy. They will be challenged to manage and lead situationally—to think on their feet, exercise judgment, and render a decision toward successful resolution through practical experience.

Learning Objectives

Learn how to have conversations with employees that yield productive results.

- Recognizing and be better prepared to address employee and workplace situations
- Structuring an employee conversation, and predict and prepare for possible responses and reactions
- Using interpersonal skills integrated with critical thinking to effectively lead conversations
- Handling difficult conversations with employees covering a range of workplace situations/issues
- Developing and strengthening skills in problem-solving, conflict management, negotiation, diplomacy

Materials

- Participant Handouts & Quick Reference Guide
- Certificate of Completion

Length

3 hours

Pricing

\$295.00 per person (includes materials). Group discounts available.

Location

Tidemark Corporation
25 Braintree Hill Office Park, Suite 200, Training Classroom
Braintree, MA 02184

Onsite option: This program can be customized to any organization and delivered in-house/onsite.

Leadership for Executives: Strategies for Success

A course for senior managers and executives.

Description

In performing senior leadership roles, the leadership challenge revolves less around technical and operational aspects and more on the ability to influence, understand the nuances of emotional and social intelligence, and hone skills in strategic thinking, problem-solving, negotiation, decision-making and presenting.

Leadership for Executives introduces a timely range of research-based competencies and trends. Focus is placed on critical areas of self-development to give leaders what they need to grow individual skill sets and engage in leadership as a shared process. Contemporary, real-world case studies are introduced in addition to challenging situations submitted by participants from their own experiences.

This course features mastermind-style group sessions, one-on-one coaching tailored to each individual's needs and goals, and access to e-learning content tailored to strengthen personal/professional development.

Learning Objectives

Learn how to enhance leadership brand and capabilities through development and experiences.

- Understand critical leadership imperatives based on research-based competencies
- Achieve leadership excellence
- Lead with authenticity and impact
- Grow leadership potential in your organization
- Communicate with clarity and confidence
- Build networks and influence

Materials

- Case Study Portfolio
- Leadership Assessment & Coaching Report
- Personalized Development Plan
- 12-month Subscription to Online/E-Learning
- Certificate of Completion

Length

12 hours (six 2-hour classes). Group discounts available.

Pricing

\$995.00 per person (includes materials)

Location

Tidemark Corporation
25 Braintree Hill Office Park, Suite 200, Training Classroom
Braintree, MA 02184

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Coaching Through Leadership Transitions

A training-coaching program for managers and leaders at every level.

Description

Coaching Through Leadership Transitions is a customized coaching program that supports the successful transition of high performing/high potential professionals and leaders within an organization through job and role changes. The program's primary objective is to grow and retain a pipeline of leaders that contribute ongoing, exponential value. Coaching provided by an external executive coach accelerates this process.

Transitions advancing from individual contributor to supervisor or manager; from manager to senior manager and to executive. To successfully navigate each transition requires new/different competencies and skills as well as a shift in perspective and mindset. Transitions involve growth experiences, from managing self to managing others and managing other managers; from functional management to business leadership and group leadership; to enterprise leadership.

Learning Objectives

Learn how to close the gap between where a manager-leader is now and where they need to be.

- The difference between what got you here and what you need for future success
- What transitional changes mean in terms of political network, job complexity, other dynamics
- Getting ready for new ways of thinking
- The importance of clearly communicated performance objectives and metrics
- Practices for managing expectations, including managing up
- The 5 key areas to focus on as a leader in transition

Materials

- Leadership Transitions Workbook & Reference Guide
- Leadership Assessment & Coaching Report
- Personalized Development Plan
- 12-month Subscription to Online/E-Learning
- Certificate of Completion

Length

12 hours over 12 months (incl. one 2-hour class; four 1-hour 1X1 sessions; three 2-hour 1X1 sessions)

Pricing

\$7,500 per person (includes all materials). Group discounts available.

Location

Tidemark Corporation
25 Braintree Hill Office Park, Suite 200, Training Classroom
Braintree, MA 02184

Onsite option: This program can be customized to any organization and delivered in-house/onsite.

EQ for Leaders

A workshop for emerging and experienced leaders.

Description

This workshop raises awareness and guides leaders through changes they can make to increase EQ. Emotional intelligence competencies are learned abilities built on a foundation of self-awareness, self-management and empathy. Participants gain an understanding of the critical link between emotional intelligence and leadership effectiveness, reinforced with insights acquired from their own personalized EQ-i Leadership assessment. Through classroom training, coaching and discussion, current and emerging leaders discover new and better ways to improve communication, build and manage relationships, and strengthen teamwork to achieve strategic goals.

Learning Objectives

Learn why and how to develop EQ that enhances leadership effectiveness.

- Appreciating how emotional intelligence sets apart the best leaders from others
- Relating higher levels of emotional intelligence to better leadership performance in 10 key areas
- Discovering personal leadership potential as a role model, coach, visionary and innovator
- Knowing and avoiding low emotional intelligence factors proven to derail careers
- Developing both leadership and emotional intelligence skills

Materials

- Participant Workbook & Handouts
- EQ-i Leadership Assessment & Coaching Report
- Certificate of Completion

Length

3 hours

Pricing

\$395.00 per person (includes all materials). Group discounts available.

Location

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25 Braintree Hill Office Park, Suite 200, Training Classroom
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Team Acceleration

A workshop for teams and team leaders.

Description

Ideal for all types of teams, this program provides an action plan for increasing team performance by understanding strengths, gaps and opportunities. Participants learn the characteristics of the various working styles that influence team dynamics and compatibility. Insights from a pre-workshop assessment help the team discover its unique composition and the value each role plays in team success. Through group exercises and coaching, team members acquire adaptive strategies to improve communication, working relationships and leadership.

Learning Objectives

Learn how to use team insights and analysis to increase effectiveness.

- Raise team awareness, beginning with the attributes of high functioning teams
- Identify different working styles, communication preferences and how they blend and interact
- Understand your own unique working style and what motivates you
- Discover the team's profile including strengths, weaknesses, motivators and blind spots
- Explore strategies that play to the team's strengths

Materials

- Participant Workbook & Handouts
- Individual Assessments & Team Profile
- Certificate of Completion

Length

3 hours

Pricing

\$395.00 per person (includes all materials). Group discounts available.

Location

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