



MANAGEMENT ESSENTIALS TRAINING



Preparing responsible and resourceful leaders

This proven program accelerates leadership development and organizational performance by enhancing knowledge of key management principles and practices. Employees at all levels learn how to apply executive mindsets, processes and communication tools to reach their full potential as extraordinary leaders.

Building Stronger Organizations – Leader by Leader

Our goal is to help leaders grow in confidence and develop new capabilities to create positive change, and give them the tools to solve complex problems, accelerate workforce productivity, and generate sustainable results. We don't believe in a one-size-fits all approach; that's why we tailor to meet your organization's goals, timelines and resources.

The program incorporates a variety of techniques to maximize participant engagement. We use group-led discussions, Socratic methods, hands-on exercises, instructional videos, and role-playing. Integrating real-life workplace challenges promotes collaboration among learners and makes the learning highly relevant. Key elements of the program include:

- Pre-Program Evaluations
- Temperament Assessments
- Practical Application Assignments
- Post-Program Evaluation
- Competency Comparison Report

Our Clients' Perspectives

We know that our proprietary principles, training methods and programs work because we have put them to the test. Here are some of the successes our clients have achieved through our programs.

"The sessions with Nally Ventures all built upon each other and gave me a collection of options that allows me to be an effective leader—it's a full-package experience."

Jennifer Underwood, COO
APPI Energy

"Any time we're in training, the thing that I like the most is the time we spend applying training concepts to specific issues that we have. As an executive coach, Mike is able to take the complicated and turn it to the simple."

Rebecca Shimkus, COO
Commonwealth Trust

"Through the training, the team gained self-reflection and increased confidence. They recognized their own shortcomings and challenged themselves to improve in those areas."

Glenn Damanti, Principal
Federated Lighting

Program Topics

- **Introduction & Skills of Effective Managers**
 - Identify the role of managers.
 - Examine the skills of effective managers.
 - Learn how to boost emotional intelligence and evaluate your management skills to be a more effective manager.
- **Owning Ownership**
 - Define the mindset of ownership.
 - Learn how to own intent, actions, and inactions.
 - Identify how ownership can enhance your levels of resilience, resourcefulness, and resolve.
- **Be a Communication Catalyst**
 - Examine the three common causes of communication breakdowns.
 - Learn how to create mindful connections.
 - Master winning techniques to spark successful and positive communications.
- **Understanding Temperament Traits**
 - Identify the four different types of temperaments as described by Keirsey.
 - Examine the different patterns of thinking, communication, and leadership styles.
 - Learn the best approach for communicating with each temperament.
- **Reframe Your Thinking ("Filters")**
 - Identify how perceptions, i.e., "filters," influence thinking.
 - Examine how filters affect leadership style.
 - Learn a proven process to reframe thinking.
- **Managing A Tough Conversation**
 - Understand how to diagnose a situation before it intensifies.
 - Learn the keys to navigating tough conversations.
 - Engage in a role-play scenario.
- **Mindful Delegation**
 - Assess and define effective delegation.
 - Learn to create a delegation statement.
 - Understand when and what to delegate.
- **Motivation & Appreciation**
 - Understand the differences between motivation and appreciation and the best situation to use each.
 - Learn the different kinds of motivation and what drives each.
 - Create a motivation inventory of yourself and your team.
- **Effective Planning**
 - Understand how to define clear, measurable and meaningful goals.
 - Learn planning steps to achieve SMART goals.
 - Master the 5W's and 1H.
- **Mastering Priorities**
 - Establish a process for determining priorities of work.
 - Learn effective time management techniques.
 - Understand how and when to implement the contingency plan.
- **Effective Problem-Solving**
 - Learn how to effectively identify a problem and examine its root cause.
 - Implement a problem-solving methodology.
 - Acquire the steps to successfully solve problems and present solutions.
- **Personnel Development**
 - *This topic will be tailored to each client's needs.*
- **Leadership Action Plan**
 - Review key concepts.
 - Participants identify top program takeaways and share their commitment to continuous improvement.

About Us

Established in 2003, Nally Ventures is an entrepreneurial company founded by Mike Nally, a proven leadership coach and real estate developer. We are a results-oriented business committed to providing solutions in order to take organizations and projects to the next level. We provide an array of services that transform executives into world-class leaders, produce a new generation of highly effective managers and team members, and navigate the maze of real estate development. At Nally Ventures, we take tremendous pride in being a team our clients can trust, respect and rely on to foster new growth for their businesses.