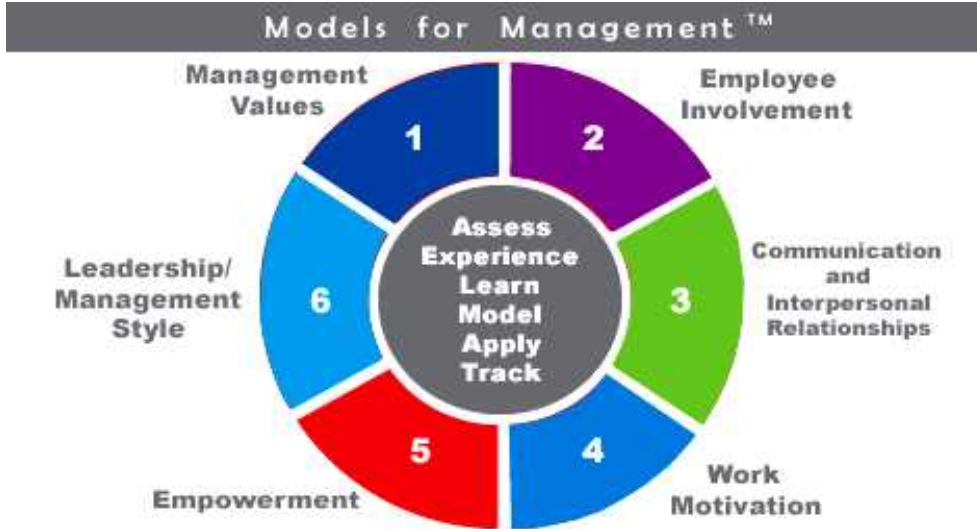


Models for Management™

www.everestleadership.com
www.modelsformanagement.com



Models for Management (MFM) is a management and leadership development process consisting of six modules with flexible delivery

MFM provides an integrated process of awareness, measurement, learning, and change processes, all designed to accomplish one thing – to transform managers into **High Achieving Leaders**.

Using a process of learning and self-discovery, MFM teaches the managerial behaviors of High Achieving Leaders, measures the gaps that currently exist in each participant’s managerial style, and gives them a new **benchmark for leadership** to model.

? How do your managers compare to the benchmark of High Achieving Leaders?

The Achieving Leader Research

MFM is based on over 30 years of research in the area of effective managerial and leadership behaviors. Using a database of thousands of leaders across many industries, our research is based on solid science. The research creates a model of the common philosophies, beliefs, practices, and behaviors employed by **High Achieving Leaders**.

Maybe that’s why our materials are used so extensively by America’s most prestigious MBA programs.

Page Summary:

- Integrated leadership development process
 - Awareness
 - Learning
 - Change Processes
 - Tracking
- Provides a leadership benchmark
- Based on characteristics of High Achieving Leaders as a model
- Over 30 years of research
- Also used by America’s top business schools

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Pre- and Post-Assessment Processes

Each module of MFM includes a comprehensive behavioral 360° assessment process to benchmark participants against our database of leaders.

Participants will gain perspective and self-awareness at a whole new level. This awareness, coupled with targeted learning modules, will lead to new levels of insight and more effective behaviors.

Note: Assessment process can be

modified to meet any client's needs.

Awareness Perspectives:

- Self-assessment
- Feedback from others (Optional)
- Comparison of self-assessment with feedback from others (Optional)
- Comparison with thousands of other leaders taking the same surveys
- Comparison with High Achieving Leader benchmark

Behavior Change

Experiential learning modules and facilitation process

All the awareness and theory in the world is useless unless acted upon. Models for Management has been improving leadership behaviors for over 30 years. Our experiential learning modules, combined with a powerful facilitation process, are specifically designed to close the gap between one's current state and the ideal benchmark of High Achievers.

No "fluff," just serious training and development for those who are serious about improvement.

How?

Through a proven process of **modeling effective behaviors** used by High Achieving Leaders.



Whose leadership behaviors should we model?

MFM employs a proven behavioral change process that allows participants the opportunity to observe, experience, learn, model and practice the effective behaviors of High Achieving Leaders. The model of the High Achieving Leader becomes the benchmark for personal and organizational development.

The Modules

Module 1 - Management Values

Discover how our own view of people in the workplace can work for or against us as managers and leaders.

Module 2 - Employee Involvement

Discover the benefits of involvement and how to "turn on" employees' willingness to work and participate.

Module 3 - Communication

Discover how the way we communicate energizes the work climate.

Module 4 - Work Motivation

Discover how to boost performance by harnessing the motivational process.

Module 5 - Empowerment

Discover how the way we use power can help organizational performance.

Module 6 - Leadership Style

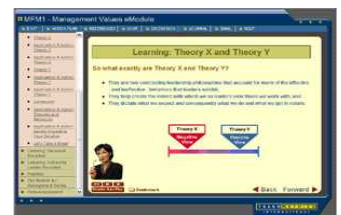
Discover how well your management style works - and what to do if it doesn't.

Contact us or visit our web site for more detailed information about these modules.

Page Summary:

- Each module includes an extensive 360° assessment process.
- Participants gain self-awareness from multiple perspectives.
- Experiential learning modules are proven to improve leadership behaviors.
- Participants model the effective behaviors of High Achieving Leaders.

"Research-based approach which provided the opportunity for serious self-appraisal and a blueprint for change toward a more effective leadership style. No other process that I have experienced has provided as many tools and guides to implement and monitor the improvement process."
 - Max Jimenez, Senior Manager, KPMG



Interactive self-paced elearning modules used as part of our optional blended learning process.



Measurable Results

Performance = Potential – Interference

Managers become High Achieving Leaders who:

- Are developers of people,
- Have more positive belief in people and their potential,
- Collaborate more,
- Communicates more effectively,
- Focus on what really motivates others,
- Use power more productively,
- Become more effective decision makers, and
- Interfere less with the potential of others.

These leaders capitalize on the untapped potential of others and increase workforce performance by practicing more effective behaviors. In other words, they reduce the interference that gets in the way of

employee performance. They improve workforce performance by increasing:

- Satisfaction
- Morale
- Commitment
- Trust
- Creativity
- Productivity
- Decision Quality

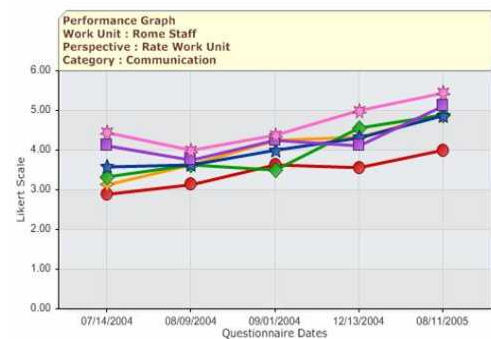
While decreasing:

- Turnover
- Frustration
- Conflict
- Miscommunication
- Apathy

These improvements can be measured over time via a comprehensive, yet easily managed, post-assessment process.

Page Summary:

- Proven results that can be measured
- Post-process assessment and tracking tools
- Classroom or blended learning methods available
- Blended learning includes self-paced eLearning modules



Optional post-assessment survey tool used to measure behavior and performance on an individual, team, and/or organizational basis.

Delivery Methods

Classroom • Blended • eLearning

From traditional classroom learning to blended learning methods, the delivery of Models for Management can be **customized** to meet the needs of your organization.

Classroom:

Our classroom methodologies can be a great choice for many.

Each module is set up for half-day presentations, utilizing group experiential exercises, video presentations, and facilitator input.

Blended Learning:

Now our most popular delivery method. This method utilizes a blend of self-paced **eLearning** modules and live facilitated group work-sessions.

Live group work-sessions may be delivered in classroom or via distance learning methods

utilizing live web conferencing or teleconference.

The backbone of the blended process is our interactive, self-paced eLearning modules which utilize only the best practices in learning methodologies.

Benefits of our blended learning methods include:

- eLearning modules offer participants added flexible and convenience while the facilitated work-sessions keep the process consistently moving forward.
- Process allows facilitator to spend more time in a consultative mode vs. a teaching mode.
- More flexible learning for participants = less productivity loss during the process.

"I've never seen a better data-based and researched program."

- Ken Wells, Training Coordinator, UST

"Most effective seminar in 18 years."

- Geoff Lathem, Manager, Kroger

"Gives me the type of action steps I need to be the type of manager I want to be."

- Glenda Jordan, Manager, Bell South

In-house Programs

Outside facilitator—classroom and/or blended methods

This option is for organizations with 10 or more managers to be trained at a time (fewer if there is a local facilitator in your area). We

will design and deliver an in-house process utilizing classroom and/or blended learning methods that meet your organization’s needs.

Public Programs

Blended program utilizing distance learning for individual managers or small groups

If you are a manager or an organization that would like to send individual managers (or smaller groups) through our program, we offer a public program utilizing our blended learning method which utilizes self-paced eLearning and live facilitated group work-sessions via web conferencing.

We offer flexible work-session dates that meet the needs of most learners and the self-paced portion of the program is available 24/7. We generally kickoff a new group each month, so please contact us for dates and times.

Train-the-Trainer Certification

Blended program utilizing distance learning for trainers and consultants

Our train-the-trainer program is designed to give training and development professionals all the support, experience, knowledge, and resources needed to deliver Models for Management.

Using a combination of self-paced eLearning modules and live work-sessions facilitated via web conferencing by our experts, you will experience our powerful development process first-hand, while learning to deliver MFM yourself.

Learning objectives:

- Exposure to MFM concepts and development processes.
- Experience the MFM learning process as a participant would.
- Determine which learning methods (Classroom, blended, and/or distance learning) are right for your organization.
- Give you everything you need to facilitate Models for Management.

Page Summary:

- Classroom or blended learning methods available
- Blended learning includes self-paced eLearning modules
- In-house programs
- Public programs
- Train-the-Trainer



Participants are given access to our secure eLearning platform. There is no IT investment required to participate or deliver our blended



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