



Business Leadership Learning Solutions

Leadership Overview:

Advantexe's Business Leadership Learning Solutions provide leaders and managers with the skills they need to face the challenges of leading an organization in today's competitive global marketplace.

Advantexe offers a wide range of customized Leadership development workshops from Fundamentals of Leadership for Supervisors/New Managers to an Advanced Leadership Academy for Directors and Executives.

Skill Areas:

Fundamentals of Business Leadership

The Fundamentals of Business Leadership workshop provides new managers with the skills they need to grow into effective and influential managers and leaders. This experience will help them successfully transition from an individual contributor to first-line manager and accelerate their development to becoming a manager of managers.

The curriculum for this program consists of business leadership content, practical exercises, group discussions and business simulations. The experience in the simulation combined with real-time application discussion provides a framework for participants to "learn-by-doing" and allows them to retain new concepts and information and apply them immediately in their current roles.

Topics might include any of the following:

- Leadership Styles
- Goal Setting
- Performance Management
- Managing Self
- Developing Others
- Influence
- Coaching
- Delegation
- Rewards and Recognition
- Performance Appraisals
- Problem Solving and Decision Making
- Communication
- Managing a New Team
- Conflict Management

Director and Senior Leadership Development

The Advanced Leadership Academy for Directors and Senior Leaders addresses leadership self awareness and global leadership topics in the context of the clients' business. An integral part of the academy is a Business Challenge exercise, which allows participants to directly apply skills and concepts taught in the academy to addressing critical company specific business issues.

Topics might include any of the following:

- 360-Degree Assessments
- Horizontal Leadership
- Developing Others
- Influence and Delegation
- Conflict Management and Coaching
- Contextual Leadership
- Advanced Problem Solving and Decision Making
- Communication – down, up and across the organization

Curriculum Structure:

The Business Leadership curriculum is customizable and flexible for any level of leaders in your organization including:

- Executives
- Managers of Managers
- Managers of Others
- First-time Managers
- High Potential Managers

Whether you are looking for a First-Time Leadership Program or an Executive Leadership Development Initiative, Advantexe will partner with you to design, develop and deploy the solution that meets your needs.

Custom Learning Solutions:

Our Leadership Learning Solutions are customizable with respect to both content and delivery. Working with you, we draw from our extensive subject-matter library to create a learning initiative tailored to your organization's business objectives, challenges, and culture and targeted to your specific audience.

Workshops can be designed for 10 to 1000 participants, lasting from one day to several weeks, and can be spread over multiple time periods.

Knowledge Application:

As an integral part of the Business Leadership Learning Solutions, there are several state-of-the-art business simulations. These are integrated into the classroom experience in the form of either a Situational Simulation (a video based simulation) or a Best Practices Simulation (a dynamic computer-based experience). Both simulations are designed to allow teams of participants to address business leadership issues.

These simulations place teams of participants in the role of a new-to-organization manager within a complex global business environment. In this role, they are faced with making decisions, leading people and teams, focusing on customers, and achieving results. Where do you start? What are the best practices to employ? What does success look like? The Situational Simulations and Best Practices Simulations are sophisticated yet easy-to-use and are designed to develop your organization's leadership competencies, leading to improved business performance.

Learning Delivery Philosophy:

Advantexe Learning Solutions creates highly relevant, cost-effective learning experiences utilizing a flexible content library and sophisticated business simulations, and delivers these experiences through instructor-led classroom seminars and web-based workshops. We supplement these experiences with e-Learning programs, behavioral surveys, real-world business challenge exercises, and facilitation tools.

Advantexe Learning Solutions partners with our clients to design and deliver highly customized training initiatives. Our solutions address participant behavior change from both a strategic and tactical perspective, leading to improved organizational and business performance.

Please visit us on the web at www.advantexe.com for more information.