



# Leadership Training & Development

**STM's training and development services provide tools to enhance the skills, competencies, and effectiveness of current and emerging leaders in your organization.**

We provide opportunities for employee growth to enhance your company's culture, groom successors for key roles, and increase engagement.

The sample programs below outline our approach from grooming future leaders through enhancing the skills of experienced leaders. The process begins with understanding oneself and others as a fundamental building block of leadership, moves on to developing and understanding the key skills and tools of effective people management, and finally, to focus on the strategic role of leadership in an organization's lifecycle.

From the broad sampling below, we offer standalone training or coaching, or a comprehensive curriculum delivered over time. By leveraging your investment in STM's assessments and the insight they provide, we customize the content to meet the unique needs of your people and your organization.

✓ **Lead Yourself:** Establish a foundation for effective and consistent leadership to be used in management functions and employee interactions.

- Understanding Your Leadership Style
- Communicating as a Leader
- Active Listening
- Tools and Techniques for New Leaders
- Emotional Intelligence

✓ **Lead Your Team:** Develop the leadership capacity to supervise others and engage, motivate, and effectively manage others.

- Developing High Performance Teams
- Performance Management
- Effective Onboarding
- Managing Difficult Employees
- Conflict Resolution

✓ **Lead the Organization:** Sharpen leadership skills and focus on a broader strategic perspective.

- Leading Organizational Change
- Creating & Communicating Your Vision
- Passing the Baton: Developing the Next Generation of Leaders.

**Strategic Talent Management has the tools, knowledge, and experience to solve your people challenges. Call or email STM today about evaluating your team.**



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