



YOUR BUSINESS

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According to ATDs 2017 State of the Industry Report, U.S. organizations continued to show their commitment to employee learning in 2016, making healthy investments in learning programs, up for the sixth consecutive year. They spent \$1,273 on average per employee on learning and provided over 34 formal learning hours on average per employee.

Business leaders across industries know today's simple competitive truth: you're learning or you're lagging. Our team creates and implements learning programs that help organizations make the most of their people and help people make the most of their jobs, careers, and lives.

Over the past 20 years, we have helped develop thousands of employees and managers in organizations like PetSmart, Mayo Clinic, GE Healthcare, Burger King, OfficeMax, Celebrity Cruises, GSD&M Advertising, CitiBank, Sears Holding Corp, and many more.

CORE PROGRAMS

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Cymplify® Leadership Curriculum

Although we often hire and promote high performers with strong technical skills and personal drive, new supervisors and managers often lack training and experience as leaders. Still, we expect them to lead from day one ... to establish credibility and build trust, to give performance feedback, to coach and improve performance, to mediate conflicts, to conduct productive meetings, to communicate with confidence to different groups, to juggle multiple priorities, to apply policies, to comply with employment laws ...

Our comprehensive leadership curriculum prepares participants to supervise, manage, and lead in a way that ensures their success. We offer three leader levels that develop essential knowledge and skills in a natural sequence where one course builds upon another (for example, participants learn basic communication skills before learning to lead a team meeting). We design our courses to be readily combined into more immersive multi-day programs, like Ready To Lead™. All courses and multi-day programs are customizable and scalable to meet your unique needs.

Level 1 - Lead Myself.

These courses form the foundation that starts with the manager (participants learn to lead themselves before leading others).

- Building Your Career
- Communication Skills
- Discrimination, Harassment & Ethics
- Leading Through Uncertainty
- Living With Change
- Managing & Leading
- Time Management
- Transition to Leadership

Level 2 - Lead Individuals.

These courses emphasize managers' one-on-one efforts to help individuals do their best work and realize their potential.

- Coaching
- Interviewing & Selection
- Performance Management

Level 3 - Lead Teams.

These courses help managers bring individuals together to accomplish more than they could alone.

- Championing Change
- Conflict Management
- Effective Meetings
- Team Building

Level 4 - Lead the Business (at every level).

These courses help align and engage people at every level to move themselves and the organization along the right path.

- Change Your Mind – The Employee Engagement Experience
- Change Your Mind – The Book
- Change Your Mind – The Leadership House Concert with Sister Hazel

Ready to Lead™

- Length: 5 days*
- Audience: supervisors, managers, and prospective managers

Ready to Lead changes for every audience. What doesn't change is the impact the program has on the thousands of supervisors and managers who attend. They take away the essentials of leading themselves, leading individuals (one-on-one), and leading teams. The multi-day format allows participants to immerse themselves in core job skills and knowledge, and practice in a safe environment.

We customize the materials—and the agenda, if appropriate—to maximize relevance and results for your people and organization. (For example, middle managers play a different leadership role from the front-line managers and supervisors they support.)

Day 1	Finding Balance Recognize and apply the essential aspects of your management job.
	Finding Time Execute your tight daily schedule to make a real difference every day.
Day 2	Making Connections Build vital connections between your people, yourself, and your big picture.
	Developing Individuals Help your individual team members grow and reach their potential.
Day 3	Building Teams Bring people together to accomplish more than they could on their own.
	Championing Change Create a sustainable high-performance mindset in your people and overcome their natural resistance to change.
Day 4 & 5	Getting Results Convert your vision and strategies into actions that people can, and <i>want</i> to, make happen.

* All courses and multi-day programs are customizable and scalable to meet your unique needs.

Change Your Mind™

- Length: 2 days*
- Audience: appropriate for any audience (with particular relevance to supervisors, managers, and prospective managers)

Ken Block, Cymplify® co-founder and frontman for the platinum-selling alternative rock band Sister Hazel for over 20 years, knows what it takes to create star performers and teams. Ken (in person or via video) works with one of our world-class Cymplify® facilitators to share his own “flexible frame” of core leadership tools and principles to achieve your goals and create a roadmap to continuous improvement. The two facilitators combine their talent, wit, and experience in a way that leaves audiences cheering, and truly changed.

The Change Your Mind course is inspired by Ken's popular and impactful Change Your Mind song, which led to creation of the Change Your Mind workshop, and now includes an accompanying Change Your Mind book, published in 2015.

Change Your Mind—the course and book—is ideal for companies, schools, and any organization that wants a meaningful, inspirational learning experience. The program can be customized to meet the specific challenges and interests of your audience. Engaging 60- and 90-minute presentations are available for large groups.

Day 1	Dream It <ul style="list-style-type: none">– Where am I? (Clarify your starting place)– Where do I want to go? (Aim for a giant-leap vision)
Day 2	Do It <ul style="list-style-type: none">– How do I get from here to there? (Take the first small steps)– What will keep me going? (Step up to build strength, belief, and momentum along the path)

* All courses and multi-day programs are customizable and scalable to meet your unique needs.