



## Management Development

Changing technology, values and competition have created an environment in which unlimited possibilities exist for companies and individuals ready to

accept the challenge and embrace change. Managers must balance the priorities of accomplishing today's work while envisioning and planning for the future.



Aspire offers a comprehensive and proven process that uncovers potential and supports the management development. To succeed, managers must have the skills, knowledge and attitudes to develop and lead their staff allowing them to achieve more with less. Of

all the organizational leaders, managers most directly set tone and positively impact profitability and the ultimate success of the organization and its employees.



### Key Areas within the Aspire Advantage for Management Development Process:

- Changing Managerial Role
- Confidence
- Active Listening
- Solutions and Action Steps
- Manager as a Leader
- Criteria for Goal Setting
- Work Environment and Motivation
- Decision Making
- Communication
- Timing and Decisions
- Making the Most of Your Time
- Developing Subordinates
- Creating a Problem Solving Environment
- Project Management

### Measurable Outcomes and Results:

- Highly Functioning and Performing Teams
- Development of Positive Attitudes
- Reduced Turnover
- Increased Productivity
- Improved Profits
- Sustained Values

### The Aspire Formula for Success:

$$\text{Ask} + \text{goals} = \text{PBC} \rightarrow \text{IR}$$

Attitudes  
Skills  
Knowledge

Positive  
Behavior  
Change

Improved  
Results

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