Your Career

The virtual experience is available in a single course that covers all of the learning topics:

- **What’s Now?** Is about understanding key aspects of who you are, how you’re perceived at work, and how differences between the two affects your career development.

- **What’s Next?** Is the acknowledgement that, to get where you’re going, you have to have a vision, a plan, and the right people around you.

- **What If?** Supports preparedness for when the inevitable change (either good or bad) happens.

Course Duration: 3 hours, with prework

Managing Professional Growth

Provides practical processes of feedback, analysis, planning, and action that enables employees to increase their satisfaction, enhance their performance, and align their development efforts with the organizational strategy.

Course Duration: 6 hours (two 3-hour modules with prework and homework in between the modules).

Taking Control of Your Engagement

A blended learning experience that equips individuals to assess, increase, and sustain their engagement — maximizing both contribution and satisfaction so that your organization can build a vibrant workforce and reach its goals.

Course Duration: 2 hours, with prework

GP Strategies® has extensive experience designing and developing Virtual Instructor-Led Training (VILT) programs as well as taking ILT programs and converting them to effective VILT programs. We have a dedicated team that understands the nuances of designing a VILT including how to bring together design, culture and platform so the experience is both engaging and effective. Our VILT courses are interactive and engaging, featuring strategic use of polling, whiteboards, text entry, and virtual breakout rooms, amongst other features. Participant materials, including course workbooks, are also optimized for the digital learning experience.

GP Strategies utilizes the WebEx training platform for VILTs. ILT course content is thoughtfully redesigned for the WebEx platform, with the quality of the user experience always at the forefront.

Each VILT course is staffed using a certified course facilitator as well as a host, who is available to troubleshoot technical challenges and assist with logistics and set-up as needed.

VILTs are between 2-3 hours and are ideal for 12-25 participants per course.
Leading Technical People+/Leading People+

A modular leadership development program to equip frontline managers with skills and strategies to engage and unleash the knowledge, expertise, independence, and performance of their direct reports. It is based on GP Strategies research and experience, and is supported by its proven success with hundreds of leading companies worldwide. Modules can be run independently or in conjunction with each other to create a more sustained learning experience.

Program modules include:

**Core Module | 4 hours**
- **Foundations of Leadership**: Understand engagement, build trust, and employ critical skills such as active listening and strategic questioning to maximize your leadership and communication effectiveness.

**Content Modules | 2 hours per module**
- **Setting Goals**: Increase contribution by setting and supporting Smart, Measurable, Achievable, Relevant, and Time-bound (SMART) goals.
- **Delegating Responsibility**: Increase contribution and satisfaction without micromanaging.
- **Giving Feedback**: Leverage high-performance and correct performance issues with clear, meaningful feedback.
- **Inspiring Innovation**: Unleash creativity and organizational potential through everyday innovation.
- **Managing Change**: Maintain engagement during times of change.
- **Influencing Others**: Create buy-in and advance ideas by building strong relationships and influencing strategically.
- **Handling Resistance**: Push initiatives forward and maintain relationships by handling resistance effectively.
- **Leading Teams**: Set up employees for success by leveraging the fundamentals of high-performing teams.
- **Leading Virtually**: Communicate effectively across a range of communication media to a diverse, global audience.

**Career Conversations**

Managers explore what employees want, what they need from their managers, and how they can prepare to talk to their employees to support their career development through honest dialogue.

**Course Duration**: 2.5 hours, with prework

**The Engagement Equation**

Supports managers on engagement fundamentals, conversation planning, and essential leadership actions to fuel engagement. Modular VILTs are available based on clients desired outcomes.

**Course Duration**: 5 hours (two 2.5 hour modules, with prework and homework in between the modules)

*Take advantage of virtual training at your organization. Contact us to learn more today!*