



Mid-Level Leaders Program

As your mid-level leadership team becomes increasingly more involved in the management of people, they will require a special skill set and development path that equips them with the skills and tools they need to optimally do so. These people managers are, after all, the ones who spend the most time and have the most influence over the engagement of your workforce. In Eagle's Flight's comprehensive *Mid-Level Leaders* program, your leaders will develop their own leadership capabilities in order to tap into the true potential of those they lead. The program enhances the everyday, practical skills required to lead effectively and drive performance; these include effective communication, coaching and feedback, building high-performance teams, driving accountability, and managing performance of direct reports. Because this comprehensive program is experiential in nature, it gives your mid-level leaders a chance to practice the skills they are taught in the classroom with the support of a skilled facilitator and their fellow leaders.

THE OUTCOME

Individuals will return to work with the ability, tools, and confidence to:

- Build a culture of accountability among their direct reports
- Create and lead high-performance teams
- Coach and provide feedback in a constructive way that empowers and engages employees
- Communicate with clarity and passion regardless of audience size
- Manage employee performance
- Maximize their personal effectiveness so they can focus on their direct reports



Left with questions? Wondering what a partnership could look like? Give us a shout!

Toll-Free North America: 1-800-567-8079 • **International:** +1-519-767-1747 • www.eaglesflight.com
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THE DETAILS



Five 1-day
modules



Min. 10
participants



Ideal for first-time
leaders and people
leaders



Customization and
delivery options
available



Post-course
reinforcement
available

THIS ISN'T YOUR ORDINARY LEARNING EXPERIENCE

An Eagle's Flight experiential learning program is unlike anything you or your participants have seen before – it's not another lecture, case study, or role-play. Through interactive, experiential-based learning your participants will not only learn new skills and knowledge, but get the chance to put that learning into action and practice them as they apply to their life on the job. We frequently use our "40, 40, 20" formula when delivering training. This translates to 40 percent of the time spent on conviction and knowledge transfer, 40 percent on practice with that knowledge, and then 20 percent on how to apply the learning back on the job. This all comes together to produce a change in behaviors that deliver expected results.

Why do we do this? We take this approach to training because by personally experiencing the results that come from applying their existing behaviors in the experiential portion of training, participants see the link between their performance in the experience and the changes they need to make to maximize performance at work. A powerful debrief reinforces the lessons learned in the experience and shows how to apply those lessons back on the job. New competencies are developed, learnings are retained, and individuals are more likely and better able to enthusiastically apply their new knowledge to improve their day-to-day performance.



"The use of your experiences to build understanding and conviction is an Eagle's Flight trademark; and one which, in my opinion, is a true differentiator that sets you apart from all others in your field."

Marc Caira, Vice Chair, Restaurant Brands International



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