![TAB — THE ALTERNATIVE BOARD]

HI-MAP
HIGH IMPACT MANAGER ACCELERATOR PROGRAM
Responding to a Need

Benefits of High Impact Manager Accelerator Program (HI-MAP)

- Increases productivity & profits
- Improves company value
- Extends employee retention
- Improves employee recruitment
- Raises employee engagement
- Fosters employee satisfaction
- Encourages innovative thinking
- Mitigates risks

HI-MAP training provides your company with a competitive edge

HI-MAP management development training is based on real-world knowledge and methods that have been used since 1990 to help companies create greater revenue and profits for their organizations.

HI-MAP development training is lead by certified Implementers who have expertise and business experience in guiding participants successfully to maximize results for business organizations.

Who is the training for?

Managers and supervisors who work for organizations of any size.

Well-structured leadership and management training programs can lead to a:

20% **improvement** in job performance

25% **increase** in learning

28% **increase** in leadership behaviors among participants.

HI-MAP Training

Each HI-MAP training session is concluded with a commitment from participants to implementing lessons learned during each training session relating to the topic discussed.

How Does It Work?

HI-MAP consists of four Paths with a total of 18 sessions, which are designed to improve the ability of managers and supervisors to drive performance and increase efficiency. A session on The Understanding Behavioral Styles and Driving Forces before each new training class will be completed to improve communication during the sessions. Participants receive, as part of training, a DISC and Driving Forces Analysis before their first training session.

Influence Path	Improvement Path	Team Action Path	Talent Path
▸ Facilitating Meetings ▸ Negotiating Power ▸ Inspirational Leadership ▸ Creating A High Performing Culture	▸ PAVE Your Way To Your Competitive Edge ▸ Effective Communications ▸ Time Management ▸ Mentoring And Coaching Direct Reports ▸ Introduction to AI	▸ Actions Plans That Get Results ▸ Key Performance Indicators ▸ Critical Success Factors and Goals ▸ Strategic Leadership	▸ Recruiting and Hiring to Fill Positions ▸ High Impact Retention Methods ▸ Developing Your Team ▸ Dealing with Difficult People

▸ You can select **one** Path or **all four**

▸ Each Path contains **four or five sessions**

▸ There can be up to **two training sessions per month,** with the sessions being scheduled at times agreed on between the participants and the Implementer

▸ Each session is up to **two-hours** and is provided either in-person or virtually

▸ One-on-one coaching sessions for participants is also available

▸ Managers and supervisors **gain knowledge** that helps to develop them and those who report to them

▸ Training classes can include a **mixed class of trainees** from non-competing companies, or trainees who are all **employed by the same company**

▸ Each training session concludes with **commitments made by the participants** for things they will do prior to the next session

TAB THE ALTERNATIVE BOARD