



# NOW IS THE TIME TO GROW YOUR FUTURE LEADERS

## Leadership Development Programs

### MANAGER DEVELOPMENT PROGRAM

Equip your people managers with clarity about their natural strengths and blind spots and assist them in leading their direct reports to desired business outcomes.

Customized Strengths  
and  
Weaknesses Report

### EMPLOYEE DEVELOPMENT PROGRAM

Provides emotional intelligence-based training to keep employees engaged and equip them with knowledge of how to effectively work with their peers and direct managers.

Customized Strengths  
and  
Weaknesses Report

### TEAM DEVELOPMENT PROGRAM

Provides a comparison of the manager's thinking patterns, emotional intelligence competencies, and core motivators with each direct report and then guides the manager on how to work with each person.

Motivators Summary Report

## MANAGER DEVELOPMENT PROGRAM

### 13 PERSONALIZED eLessons with topics like

- Putting People in the Right Positions
- Directing, Coaching, and Delegating Others
- Reviewing Performance

## EMPLOYEE DEVELOPMENT PROGRAM

### 13 PERSONALIZED eLessons with topics like

- A Flexible, Responsive, and “Can-Do” Approach
- Being Bigger Than the Job: Manifesting a Learning Attitude and Habits
- Bringing about Desired Results

## TEAM DEVELOPMENT PROGRAM

### Communication & Team Directory Report

- Summary of how the leaders’ motivators compare to their direct reports
- Direction on how each leader can effectively motivate each direct report
- Insights on how to have crucial conversations without making direct reports defensive

“**ZERORISK HR** HELPS US SELECT THE INDIVIDUALS WHO FIT INTO THE WORKPLACE AND POSITION, AND **PROVIDES MANAGEMENT WITH INSIGHT** ON HOW TO BEST WORK TOGETHER. **EFFECTIVE COMMUNICATION** AND **JOB PLACEMENT** ARE NOW SECOND NATURE.”

- President, Citizens National Bank

