



TITAN GROUP 57



EMPLOYEE TRAINING AND LEADERSHIP DEVELOPMENT

Today's Leaders Make Tomorrow's History.....



TITAN GROUP LLC

Today's workplace offers a new array of challenges. Those leading people in the 21st Century workplace are called upon to get extraordinary things accomplished through people. Leaders must be equipped to bridge the multi-generational gap, develop highly functional teams, select, and coach. They must develop and retain people, and are called upon not only to manage business processes, but also to lead people to accomplish organizational goals.

ARE YOUR LEADERS READY?

What Makes Titan Training and Leadership Development Unique?

Comprehensive Curriculum

Titan Group is the premier human resources consulting firm in Central Virginia. The partnership of executives share over 60 years of training and human resource experience, and bring an unprecedented level of expertise to the field. Our in-depth knowledge and vast experience has allowed us to create a targeted and effective curriculum. Titan Group knows what works, so your managers and leaders will optimize the time they spend in each training session while taking home the maximum amount of new skills and practices that they will disperse among those they lead and manage.

Measurement Techniques

Whether your managers and leaders are part of a training class, coaching experience, or stand-alone session, Titan Group uses exclusive and customized measurement techniques to ensure that each participant's needs are fully met. Individual feedback identifies areas of improvement and focuses participants on specific behavioral areas that they can improve and change.

The Learning Process

Our approach to training combines in-depth assessments, individual feedback and coaching, and activity-based learning in order to provide a comprehensive and stimulating learning experience. Titan training aims to create sustained behavior changes in managers that will continue to benefit your organization long after your managers and leaders return from training.

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Match Your Need with Our Services

	Role of Manager/ Leader	Managing Employee Performance	Delegation	Diversity	Strategic Thinking	Situational Leadership	Building Functional Teams	Communication	Talent Selection and Succession	Interviewing Skills	Managing Multiple Priorities	Problem Solving & Decision Making	Conflict Resolution
TMU	●	●	●	●	●	●	●	●	●	●	●	●	●
TLI	●	●	●	●	●	●	●	●	●	●	●	●	●
Executive Coaching		●	●		●	●	●			●	●	●	
On-site TMU	●	●	●	●	●	●	●	●	●	●	●	●	●
Stand-Alone Sessions	●	●	●	●	●	●	●	●	●	●	●	●	●
Team Development					●	●	●						●

Titan Management University (TMU)

Your managers' abilities to motivate and manage people can have a substantial impact on your company. Titan Management University, a training program targeting newly promoted managers, combines three unique elements: extended learning, measurement techniques, and a comprehensive curriculum, to create a proven program that will enhance your managers skill and create forward thinkers with the skills to harness support from their direct reports and move your organization in a positive direction.

The Program

- 6-month curriculum
- 2 one-half (4 hour) day classes per month

The 48 classroom hours of training are bolstered by on-the-job assignments (including supervisor involvement).

The 6-month, extended learning schedule is designed for maximum learning retention and practical application.

Who Should Attend?

- Newly promoted supervisors
- Supervisors without prior formal training
- Individual contributors who are being groomed for a supervisory role

Titan Leadership Institute (TLI)

Great managers have mastered the basics skills that enable them to effectively handle their daily responsibilities. In order to become great leaders, they need an in-depth training program that enables them to cultivate the skills they need to become forces of change within your organization. By learning to connect with others, mastering situational leadership, and much more, seasoned managers will learn to bring positive change to your company's strategic vision. TLI, a comprehensive leadership development experience that focuses on self-development, guarantees that your managers will be endowed with the skills they need to become better leaders.

The Program

- 10-month comprehensive leadership development experience
- One, 7-hour session per month

Who Should Attend?

- Seasoned managers, typically with a minimum of 5 years of management experience
- Managers who have been identified as high potential leaders

Specialized Training and Employee Development Services

Target one specific area in which your organization needs help. Whether your organization's unique needs or problems can be best aided by stand-alone sessions and customized training, situational leadership classes, or team-building facilitation, Titan Group provides the right training method to help your organization start moving in the right direction.

- **Stand-Alone Sessions & Customized Training**
- **Situational Leadership**
- **Team Building Facilitation**

Executive Coaching

Titan Executive Coaching is specifically designed to focus on issues pertinent to a high potential leader or manager in need of guidance in their role. Coaching begins with an assessment that allows Titan coaches to create a development program uniquely catered to the individual's needs. Executive Coaching targets leadership development, focusing on improving business results by enhancing the leader's individual and organizational performance.

The Program

The first step is to conduct an individual assessment and development planning session with the employee and the supervisor. Titan coaches then conduct a series of structured **one-on-one coaching sessions** over a **3- to 12- month timeframe**. These interactions between an experienced Titan coach and employee aim to enhance the employee's individual performance and organizational performance.

Who Should Attend?

High potential leaders or managers who are struggling with their current role and need targeted immediate intervention.

Testimonials.....

"As a new supervisor, I was in much need of some guidance and support. TMU is just what I needed. The classes were fun, educational, supportive and helpful. I gained the knowledge and confidence I needed to supervise effectively and fairly."

- Nicole Backus, Customer Service Supervisor,
Premier Pet Products

"I liked the interaction with other managers and seeing how they handled problems. The instructor's greatest strengths were in her knowledge of the material and experience practicing the knowledge in the real world."

- David Smith, Virginia Premier Health Plan

"I attended the TMU Management course last year. Things that I learned years ago were revised and brought back to the surface. The instructor's infectious attitude always made me eager to get back to work and try a fresh approach in how we conduct ourselves. There were some areas in my management background that required grooming and guidance. Through TMU and the instructor's guidance, these areas were well addressed. I would and have recommended TMU to others."

-Floyd Lively, Plant Manager,
Old Dominion Electric Cooperative

"I really enjoyed my Titan experience. The most valuable lesson for me was learning that successful management begins with hiring the right people. The broad curriculum taught me interviewing skills and ways to get off to the right start and establish a healthy and effective relationship with the people you are leading. The instructor was fantastic. Her keen interpersonal skills and unique ability to listen and relate to her students helped the entire group focus in on key issues to think through and consider as each of us works to improve our individual management styles. The group discussions on real-world situations were an invaluable experience for me."

- Julie Sanders, Senior Art Producer/Assistant Supervisor,
The Martin Agency

STAND-ALONE SESSIONS & CUSTOMIZED TRAINING

Baskervill University

"I learned that communication is a key piece of the office. Different people have different communication styles, and it's important to know who is who. The course allowed us to openly discuss specific issues with fellow peers. This course brought light to issues that needed discussion."

"[The program and instructor] balanced entertainment with concept understanding."

"I liked the interaction with peers and hearing their ideas of dealing with the same issues. The instructor facilitated good discussion and allowed us to interact and even explore possibilities outside the course material."

Titan Group offers several different training and leadership development solutions.

Titan Management University (TMU)

Titan Leadership Institute (TLI)

Executive Coaching

Customized Training

Situational Leadership Training

Team Development

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