

# LEADERSHIP MATTERS.



**ACCELERATE**  
INSTITUTE

Development for New & Future Leaders



**ELEVATE**  
INSTITUTE

Development for Experienced Leaders

ACCELERATE OR ELEVATE

# HOW TO DECIDE

**FOCUS Training** is a leadership development firm. For 30 years, we have been building and delivering training programs across industries. We work with organizations to customize programs that: drive engagement, retain talent, improve performance, and strengthen culture. We define a **leader** as somebody in your organization that has influence over people, process or projects.

HOW MANY LEADERS DO YOU NEED TO DEVELOP?

>10

BECOME AN ELITE TALENT PARTNER OR CONSIDER INTERNAL COHORTS

<10

THINK ABOUT EACH LEARNER. DO THEY NEED TO ENHANCE SKILLS IN...



## PRODUCTIVITY

- Prioritize tasks to maximize productivity
- Manage stressful situations
- Successfully navigate conflict resolution
- Effectively delegate responsibility



## INFLUENCE

- Manage up to their leader
- Build and leverage a professional network
- Manage their personal brand
- Build trust in professional relationships



## COMMUNICATION

- Provide performance feedback to employees
- Navigate tough conversations and hold others accountable
- Run effective meetings
- Define clear expectations
- Manage unconscious biases



## PEOPLE

- Understand and influence organizational culture
- Develop, engage and retain talent
- Manage unconscious bias in decision making



## STRATEGY

- Lead with an enterprise mindset
- Effectively delegate responsibility
- Align leadership styles and team structure to desired outcomes



## AGILITY

- Lead change in ambiguous work environments
- Effectively lead teams through crisis
- Executive communication



# ACCELERATE INSTITUTE

## Need a strong bench?

Our Accelerate™ programs help you build a pipeline of skilled leaders for teams, projects, and departments.

## Development for New and Future Leaders



# ELEVATE INSTITUTE

## Equip your key leaders.

Our Elevate™ programs teach managers the high-level leadership skills needed to drive performance and lead change.

## Development for Experienced Leaders





# ACCELERATE INSTITUTE

DEVELOPMENT FOR NEW & FUTURE LEADERS

### TIME COMMITMENT

- 4 virtual classes (20+ hours of live leadership training delivered in modules up to 90 min each)
- Communities of Practice (1 hour monthly)
- Small group coaching session

### PRICING

FOR PROFIT **\$2,495**  
 NON PROFIT **\$1,995**

Early registration 10% off  
 Until November 17, 2023

### PRODUCTIVITY





# ELEVATE INSTITUTE



## DEVELOPMENT FOR EXPERIENCED LEADERS

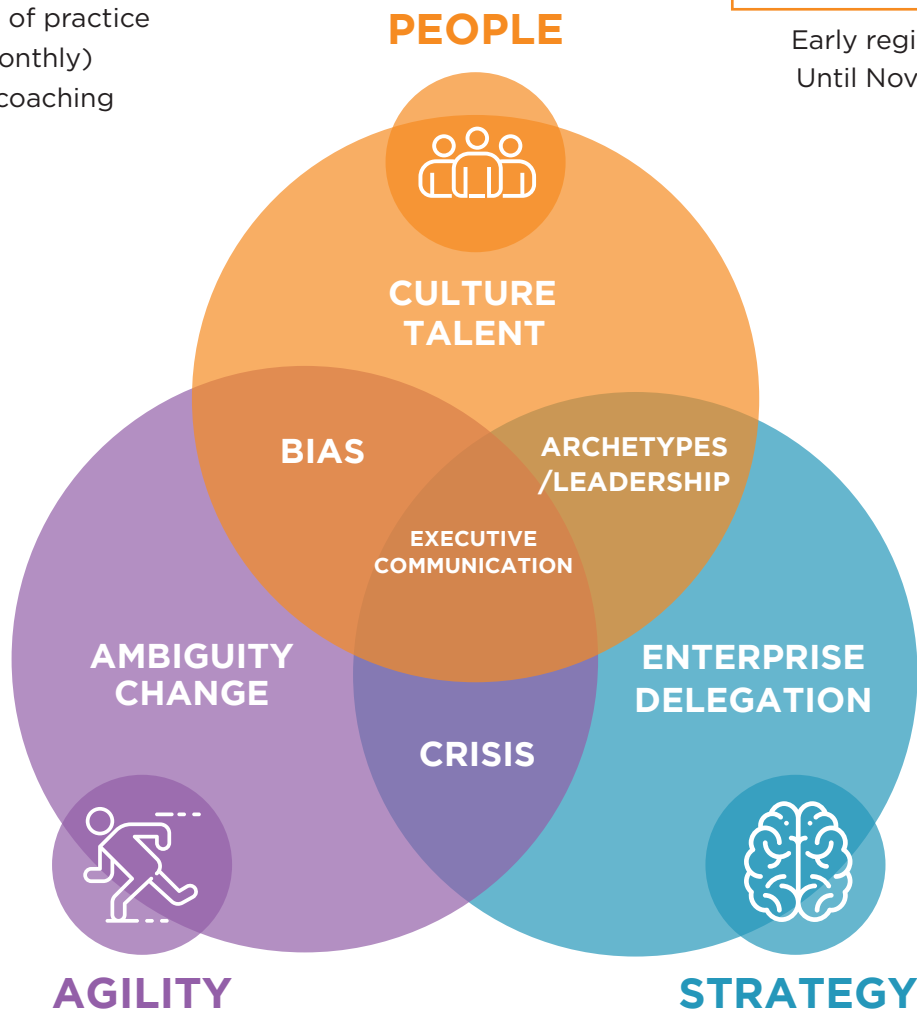
### TIME COMMITMENT

- 4 virtual classes (20+ hours of live leadership training delivered in modules up to 90 min each)
- Communities of practice (1 hour monthly)
- One-on-one coaching

### PRICING

FOR PROFIT **\$3,495**  
NON PROFIT **\$2,795**

Early registration 10% off  
Until November 17, 2023



# WHAT PEOPLE ARE SAYING

“ I appreciated how I was immediately able to take a lesson from the Accelerate Institute and have an action item right away. It wasn't that I was given 'homework,' it was that **I felt that I could immediately apply what I learned to something that was going on at work.** ”

Joe, Molson Coors Beverage Company



“CPI has been committed to utilizing the Accelerate and Elevate Institutes from FOCUS Training for years. **These programs have consistently delivered outstanding growth that impacts our new and experienced leaders.** They provide a common experience and nomenclature for us to utilize as development continues back in the office.

Tony, CEO, Crisis Prevention Institute

“I have had a number of my high potentials and new people leaders go through the Institutes. Not only do they come back with best practices from other organizations, I've seen each one demonstrate a higher level of confidence when approaching critical conversations and coaching with their teams. The Institute has better positioned my people to excel in developing and leading teams.”

Anne, ASQ

“The content about leadership was fantastic and FOCUS did a great job bringing the content to life. But the real magic was sharing the experience with people that aren't in your company or industry. **Hearing other perspectives and insights helped me to examine my leadership effectiveness** and challenged me to implement some fresh ideas with my team.”

Mike, Kohl's

“ **This program is like no other.** The value proposition is that you're not hearing 'textbook' material, but are actually learning how to handle situations and are able to simulate. **This allows you to practice how to execute while having a mentor providing well-intended constructive feedback.** ”

Todd, Medical College of Wisconsin

## OUR PARTNERS

Astronautics Corporation

Baird

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Colectivo Coffee Roasters

Educators Credit Union

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First Horizon Bank

GE Healthcare

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Johnson Controls

Johnson Financial Group

Kimpton Hotels

Merck

National Retail Federation

Perlick

Penske

PNC Bank

PPG

Rogers Behavioral Health

Uline

United Way



## HOW DO I REGISTER?

[focustrainingpro.com/register-accelerate](https://focustrainingpro.com/register-accelerate)



# ACCELERATE INSTITUTE

An afternoon Orientation event is scheduled for **Wednesday, January 24, 2024**. All subsequent course events are listed below.

### CLASS DATES

**1** Feb 6, 2024

**2** Mar 5, 2024

**3** Apr 2, 2024

**4** May 7, 2024

9:00 AM - 3:30 PM CT

### COMMUNITY OF PRACTICE REINFORCEMENT EVENTS

**1** Feb 21, 2024

**2** Mar 20, 2024

**3** Apr 17, 2024

**4** May 22, 2024

12:00 PM - 1:00 PM CT



## HOW DO I REGISTER?

[focustrainingpro.com/register-elevate](https://focustrainingpro.com/register-elevate)



# ELEVATE INSTITUTE

An afternoon Orientation event is scheduled for **Wednesday, January 24, 2024**. All subsequent course events are listed below.

### CLASS DATES

**1** Feb 8, 2024

**2** Mar 7, 2024

**3** Apr 4, 2024

**4** May 9, 2024

9:00 AM - 3:30 PM CT

### COMMUNITY OF PRACTICE REINFORCEMENT EVENTS

**1** Feb 21, 2024

**2** Mar 20, 2024

**3** Apr 17, 2024

**4** May 22, 2024

12:00 PM - 1:00 PM CT





**FOCUS**  
SPEAKING CONSULTING TRAINING

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