



Choose People



---> Denver, CO  
970.219.0245 phone  
720.400.8215 phone

# Frequently Asked Questions

## Management Competency Training and Character & Competency Leadership Development

Please note, the items with “(LD)” next to them refer to items specific to the Character & Competency Leadership Development Program.

### 1. What is the difference between the two programs?

- The Management Competency Training covers 12 culturally savvy, “just in time” tools that align with the work cycle of an employee - for example, to onboard a new team member, have a compensation conversation, or dismiss someone with dignity. Choose your own pace, however the typical time commitment for participants in this training averages out to one hour per month to watch the workshop.
- The Character & Competency Leadership Development is actual development in which each workshop builds off the prior one to foster the character traits and competency skills needed to be a successful leader. While tangible tools are also included, this program is rooted in conceptual paradigm shifts such as self-awareness and interdependency thinking. Choose your own pace, though the typical time commitment for the leadership development is four hours per month: one to watch the workshop, two to complete the Learning Activities and one to talk through the Discussion Guide.

### 2. Who is best suited for these programs?

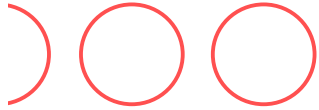
- Teams looking for professional development that inspires an intentional culture of leadership through shared learning, camaraderie, and alignment around language and expectations. (LD)
- Leaders and managers who are looking to advance and deepen their acumen.
- Those who have been recently promoted or are being groomed for management or leadership.
- Team members committed to both their own learning, improvement and growth as well as the success of their teams.

### 3. Can one individual participate or is this only for teams?

Both individuals and teams can participate.

### 4. Who will be presenting each workshop? Kris Boesch





## Frequently Asked Questions (cont.)

### 5. What materials accompany the workshops?

Each workshop comes with the following:

- Workshop Guide
- Leadership Topic Content Summary or Management Competency Tool
- Learning Activities and Discussion Guide (LD)

In addition to these materials, participants will receive access to:

- Our user-friendly program platform - organizes all materials and tracks progress
- Accountability Toolkit - consists of recommended tips and tools for participants to get the most out of their learning experience (LD)

### 6. Will there be a focus on how participants can integrate this learning into their work?

- Yes – this is our primary focus. Each workshop illuminates specific steps, tangible tools and insightful touchstones a participant can integrate into their way of being, working and relating to garner the character or the competency covered in that workshop.
- The intention of each workshop is for participants to walk away with both the desire and the ability to utilize these resources and concepts to deepen their acumen and/or shift their thinking and behavior to support extraordinary leadership.
- Real world application and integration also takes place through the learning activities and office hours. (LD)

### 7. Are there any other costs associated with the programs?

- No. Though note you have the option in a few of the Learning Activities to purchase recommended books. Though often free summaries of these books are available.
- Please note, there is a 20% discount for teams of 8 or more.
- Quarterly invoicing is available.

### 8. What is your Participant Commitment Policy? (located on our registration page)

- ✓ By registering for this course, I understand I am making a commitment to my learning and growth.
- ✓ I understand that once I register, my seat is secured for the year and I will have access to the entire course for that year – including content summaries, tools and the workshops. Because I will have full access, my tuition is non-refundable.
- ✓ If my organization is paying for my learning, and circumstances require me to stop pursuing the course, another person from my organization can take my seat at no additional charge.
- ✓ I understand that if I chose quarterly payments, I am responsible for providing all four payments.

We are committed to having delighted clients and welcome your recommendations regarding how we can improve and deepen your learning experience.

