

6 Levels of Development

Level 6: Enterprise Manager

Audience: CxO

Program: Executive Leadership/Development Programs (ELP)

Level 5: Manager of Business

Audience: Sr. Director to Sr. Vice President

Program: Strategic Leader Program (SLP)

Level 4: Manager of Managers

Audience: Sr. Manager to Sr. Director

Program: Business Leader Program for High Potentials (BLP)

Level 3: Manager of Employees

Audience: Supervisor to Manager

Program: Management Development Program (MDP)

Level 2: Newly Promoted Manager

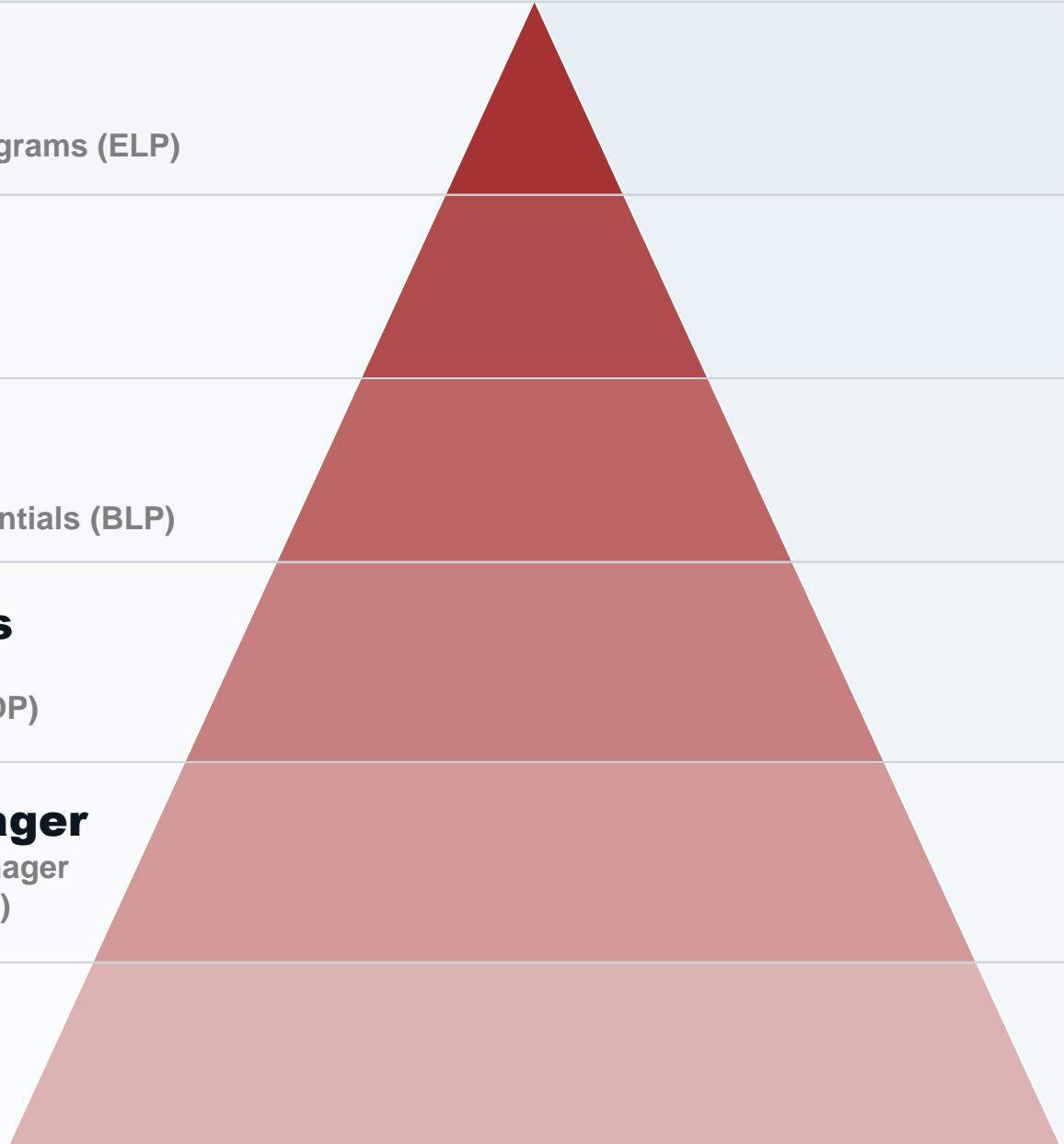
Audience: Individual Contributors to Working Manager

Program: Transitioning to Manager Program (TMP)

Level 1: High Value Employees

Audience: All Employees

Program: Professional Development Series (PDS)



High Value Employees

Learning Track

Level 1



Leading Change	Leading People	Driving Results	Communicating & Coalition Building	Business Acumen
		* Breakthrough Project Management	* Collaborative Negotiating	Strategic Thinking at the Functional Level
		* Clear Business, Technical, & E-Mail Writing	* Presentation Skills	
		* Managing Time & Multiple Priorities	Influential Communication	
		* Preparing Presentations to Decision Makers	* Getting Things Done Across Organizational Borders	
			Team Based Problem Solving	
			Working Across Cultures	

Mandatory
Recommended

* Courses are offered on ETA public calendar.

Newly Promoted Manager

Learning Track

Level 2



Leading Change	Leading People	Driving Results	Communicating & Coalition Building	Business Acumen
Decision Making for Effective Leaders	* Transitioning from Individual Contributor to Manager	* Breakthrough Project Management	Influential Communication	Strategic Thinking at the Functional Level
Problem Solving for Effective Leaders	* Management Essentials	* Managing Time & Multiple Priorities	Mastering Difficult Conversations	
	Interviewing and Hiring the Best Talent	* Clear Business, Technical, & E-Mail Writing	* Presentation Skills	
	Managing Within the Law	* Preparing Presentations to Decision Makers	* Getting Things Done Across Organizational Borders	
	DiSC Profile and Self Assessment		Working Across Cultures	

Manager of Employees

Learning Track

Level 3



Leading Change	Leading People	Driving Results	Communicating & Coalition Building	Business Acumen
Decision Making for Effective Leaders	* 5 Habits of Intentional Leadership	* Managing Time & Multiple Priorities	Mastering Difficult Conversations	Global Leadership & Management
Managing & Leading Change	Interviewing and Hiring the Best Talent	* Clear Business, Technical, & E-Mail Writing	Mobilizing Cross Functional Teams	Strategic Thinking at the Functional Level
Problem Solving for Effective Leaders	* Management Essentials	* Preparing Presentation to Decision Makers	* Getting Things Done Across Organizational Borders	Budgeting Essentials
Overcoming the 5 Dysfunctions of a Team	Managing Within the Law		* Communication & Conflict Using MBTI	Consultative Essentials for Account Managers
	Situational Leadership II		* Collaborative Negotiating	
	DiSC Profile and Self Assessment		Influential Communication	
			* Virtual Teams: Working Together Apart	
			Working Across Cultures	

Manager of Managers

Learning Track

Level 4



Leading Change	Leading People	Driving Results	Communicating & Coalition Building	Business Acumen
Managing & Leading Change	* 5 Habits of Intentional Leadership	Presenting to Executives	Mobilizing Cross Functional Teams	Global Leadership & Management
Overcoming the 5 Dysfunctions of a Team	* Managing Managers	* Project Management PMI Certified	* Collaborative Negotiating	Strategic Thinking at the Corporate Level
	Situational Leadership II	* Clear Business, Technical, & E-Mail Writing	* Getting Things Done Across Organizational Borders	* Finance for Non-Finance Professionals
			Influential Communication	
			* Virtual Teams: Working Together Apart	
			Working Across Cultures	

Manager of Business

Learning Track

Level 5



Courses based on assessment of strengths & needs

Enterprise Manager

Learning Track

Level 6



Primarily one-on-one coaching