

**OPEN
HONEST**



DIRECT

MANAGEMENT BOOTCAMP

**Level Up Your
Managers**

– and help your team
reach its full potential.

Why partner with us?

1) Level up your managers

Empower your managers with the tools, skills, and training to become better leaders through our leadership bootcamp and learning labs.

2) Create a culture of learning

Instill a common leadership language and set of expectations for all your current and future managers.

3) Support your leader community

Create your internal community of leaders and unlock access to a community of Open, Honest, & Direct leaders from around the world.

What is the bootcamp?

3 Months of Training

Leaders develop the fundamental leadership habits over six virtual workshops or two in-person, full-day workshops.

Dedicated Leadership Coach

Between workshops, managers have assignments to practice at work and then reflect on what's working, what's not, and how they can take the next steps with their [Raise The Bar Leadership Coach](#).

360 Manager & Company Assessment

Receive our 360 assessment for all your managers and gain insights through a company-wide manager report and a company commitment score.

Become a Certified Leader

After completing the bootcamp, receive your certification as an *Open, Honest, and Direct Certified Leader (Level 1)*.

Strategic Support

Gain insights into the key organizational challenges and themes AND adapt session(s) to address challenges in real-time.

Extended Support

Receive three free months of [Stride](#) digital management coaching to support your managers.

What do leaders learn?

Management 101 - Listening with Intention & Attention

Trigger the habit of listening with intention and attention to better motivate your team.

Management 102 - Asking Powerful Questions

Adopt the habit of powerful questioning to enhance your decision-making process.

Management 103 - Giving & Receiving Feedback

Communicate openly, honestly, and directly to more rapidly achieve desired outcomes.

Management 104 - Holding Critical Conversations

Hold productive critical conversations to effectively serve your team.

**Each leader receives four (4) sessions with their Leadership Coach*

Our amazing team of coaches

Each leader gets to choose their own coach to work with throughout the 3 months of the bootcamp.



Shiri Bade



Natalie Guillen



George Rohrer



Carolina Zuleta



Monica Staco

Learn more about our amazing team of coaches

[Click Here](#)

What leaders have to say...



"Thank you for pushing me to be the best leader I can be. It's extremely valuable to have the training, skills and tools to pull from as I continue on my journey".

From Steve's Boss..."Steve has done a complete 360 - he's taken big steps to stabilize his team, leading and holding himself and others accountable"

Steve Tanner | Social Media Manager | Relativity



"In the past week I was promoted and last night I won the best people manager award. In my heart, I know the reason I won is because of the little voice in my head that sounds an awful lot like you reminding me of my why and to believe in my abilities. Thank you for being there exactly at the right time with exactly the right words.

Carthey Van Dyke | Sr. Customer Success Manager | Showpad

What are Learning Labs?

Following Graduation, your cohort(s) of leaders continue to learn and develop together through our *monthly* Learning Labs.

- Each month, two leaders take the 'Hot Seat' to share a challenge
- Instead of giving advice, all other leaders must practice asking powerful questions
- Over nine months, leaders get to work through people challenges together and practice their leadership skills in a safe, collaborative space
- Through the power of collaboration leaders uncover new strategies to overcome obstacles and continue their growth

A leader isn't good because they're right.
They're good because they're willing to learn.

- General Stanley McChrystal

Questions?

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Bootcamp 2.0

Management 201 - Maximizing Your Potential

Discover your zone of genius and learn more effectively delegate to your team.

Management 202 - Building Your A-Team (Part 1)

Learn how to find, interview, and hire the best people for your team.

Management 203 - Creating a Culture of Accountability

Learn how to set, track, and hold your people accountable to their expectations & goals.

Management 204 - Building Your A-Team (Part 2)

Develop the tools to build an engaged, cohesive, and effective team.

**Each leader receives four (4) sessions with their Leadership Coach*

METHODOLOGY

Each training follows the same method of facilitating habit adoption.



LEARN

Learn the skill or tool during an in-person workshop



APPLY

Practice the new skill or tool on the job by completing your application assignment



REFLECT

Debrief on what worked well and what could be done better via 1-on-1 sessions with your Leadership Coach

What makes a leader great?

Great leaders are master motivators, expert talent evaluators, powerful communicators and are courageous enough to serve their people by sharing the critical feedback each person needs to grow. Leaders master these outcomes through the practice of a core set of skills.

The Habits of a Leader Model was designed to develop each of these four core skills to a level where it becomes natural to implement in daily life, where it becomes habit.

To adopt each skill, a leader must first notice her Blind Spots – her habitual thought and behavior patterns which hold her back from adopting a new habit, and then find her Trigger – the spark which ignites habit adoption.

Through learning the skill, applying it in real life scenarios and reflecting on the lessons learned, leaders quickly adopt and implement these habits into their everyday roles.

HABITS OF A LEADER

