Leadership is the ability to build and maintain a high performing team. Real leaders are always developing themselves and they strive constantly to better understand how their behavior influences (positively and/or negatively) their team’s work environment.

iCapstone is designed to help people become more effective managers and to improve the performance of their team through online training programs – core modules customized to include each manager’s leadership style.

**FEATURES & BENEFITS**

- Time-flexible and convenient online training courses
- Unlimited access on subscription-based platform
- Personalized experience based on Hogan assessment results
- Cost-effective training platform
- No off-site training
- Applicable to entry-level supervisors and first time managers

**CORE MODULES**

**Leadership**

*Developing leadership skills for a high performance organization*

- Leaders know how to get things done and maximize organizational resources.
- When applying appropriate leadership styles to particular situations, leaders gain the most from their teams.

**Performance Management**

*Managing inconsistent performers vs. high performers*

- Converting inconsistent performers into valuable team members is an essential management responsibility.
- While managing inconsistent performers may be difficult, managing high performers is an equally important yet often-neglected task.

**Communication**

*Creating mutual and shared understanding of information*

- Individuals spend 75% of their time interacting with other team members one-on-one, in group meetings, on the phone, via emails, or written formats.
- Through effective communication of expectations, career opportunities, corporate news, and organizational change, managers prevent information loss that leads to speculation, gossip and misunderstanding.

**Effective Teams**

*Building and fostering an effective team*

- Teamwork is vital to success in the workplace.
- Management style can both help and hinder the effectiveness of a team based on the prevailing environment.

To experience the iCapstone demo free of charge, visit icapstonedemo.com

For more information, please visit www.bpcc.edu, email pbrenner@bpcc.edu or call 318.678.6015

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