



COBALT

G R O U

Leadership
Development
360tm
Academy

Motivate. Inspire. Lead.

Leadership Development 360[™] Academy

Development Tracks

Leadership Development

- Essentials for Supervisors
- Essentials for Middle Managers
- Essentials for Senior Managers
- Essentials for Executive Leaders
- Capstone 360[™] Performance Leadership

Business Operations

- Build Your Business Acumen
- Business Operations
- Business and Admin Skills
- Customer Relationship Management
- Human Resources
- Team Building

Employee Engagement

- Conducting Annual Employee Reviews
- Employee Engagement
- Employee Motivation
- Employee Onboarding
- Employee Recognition
- Employee Recruitment
- Employee Termination Processes
- Getting Employees to Take Ownership of Their Work
- Performance Management
- Roadblocks to Results
- Why Employees Resist Change

Train the Trainer

- Adult Learning - Mental Skills
- Adult Learning - Physical Skills
- Call Center Training
- Contact Center Training
- Learner Centered Instruction
- Learning Styles
- Measuring Results From Training
- The Role of Training in the Workplace
- Train the Trainer

Sales & Marketing

- Event Planning
- Ideal Customer Persona and Value Proposition Workshop
- Internet Marketing Fundamentals
- Marketing Basics
- Marketing Mix
- Motivating Your Sales Team
- Multi-Level Marketing
- Overcoming Sales Objections
- Prospecting and Lead Generation
- Sales Fundamentals
- Social Media Marketing
- Top 10 Sales Secrets



Leadership Development 360™ Academy

Development Tracks

Bundle Name	Courses	Bonuses (Free)
Leadership Essentials for Supervisors	<ul style="list-style-type: none"> • <u>Essentials for Supervisors</u> • <u>Effective Communication</u> • <u>Teamwork and Team Building</u> • <u>Delivering Effective Feedback</u> 	<ul style="list-style-type: none"> • <u>Essentials of Self-leadership</u> • 75-minute coaching call after each course
Leadership Essentials for Middle Managers	<ul style="list-style-type: none"> • <u>Essentials for Middle Managers</u> • <u>Being a Servant Leader</u> • <u>Creating High Performance Teams</u> • <u>10 Essential Soft Skills</u> • <u>Managing Up</u> 	<ul style="list-style-type: none"> • <u>Adaptive Leadership</u> • 75-minute coaching call after each course
Leadership Essentials for Senior Managers	<ul style="list-style-type: none"> • <u>How to Be a Likeable Boss</u> • <u>Developing New Leaders</u> • <u>Leading Your Leaders</u> • <u>Emotional Intelligence</u> • <u>3 Ds of Great Leadership</u> • <u>Coaching & Mentoring for Success</u> 	<ul style="list-style-type: none"> • <u>Building Your Internal Network</u> • <u>Creating Engaged Employees (Employee Engagement)</u> • 75-minute coaching call after each course
Leadership Essentials for Executives	<ul style="list-style-type: none"> • <u>Leadership & Influence</u> • <u>Business Succession Planning</u> • <u>Developing Corporate Culture</u> • <u>Leading Through Change</u> • <u>Business Ethics</u> • <u>Resolving Conflict</u> • <u>Customer Relationship Management</u> 	<ul style="list-style-type: none"> • <u>Negotiating Successfully (\$630)</u> • 75-minute coaching call after each course • SPECIAL BONUS: A FREE Coaching Call (75 mins – Clarify vision/goals, define obstacles, develop plan & path forward)
Capstone 360 Leadership Coaching/Mentoring Program	<ul style="list-style-type: none"> • Foundation-Tier: (1x60 min call/mo + past calls) 6 mos = 6 hours + Special Bonus* • Cornerstone-Tier: (1x60 min call/mo + past calls) 12 mos = 12 hours + Special Bonus* • Arch Stone-Tier: (1x90 min call/mo + past calls) 12 mos = 18 hours + Special Bonus* • Capstone-Tier: This is a blend of Cobalt Group led coaching and participant led presentations <ul style="list-style-type: none"> • Tier 1: 6 mo/2x per mo/90 min call / 2.5-day seminar in Whidbey Island & includes a 1v1 call at 5 months • Tier 2: 12 mo/2x per mo/90 min call / 2.5-day seminars in Whidbey Island & includes a 1v1 call every 3 months 	



Capstone 360tm

Leadership Performance Coaching Program

Foundation-Tier Capstone Leadership Development Coaching Program

- Personal Inventory Assessment
- Personal SWOT
- Improving Self-Awareness
- Appreciative Inquiry
- Work-Life Balance
- Running Effective Meetings with PAIN
- Power of Networking Inside the Company
- Personal Inventory
- Open Mic Calls
- **Other short seminars I have on file**
- **One call is an Open Mic Call**
- (1x60 min call/mo – access to past calls) 6 months = 6 hours
- **BONUS:** A FREE Coaching Call (75 mins – Clarify vision/goals, define obstacles, develop plan & path forward)

Cornerstone & Arch Stone-Tiers Capstone Leadership Development Coaching Program

- Improving Mindfulness
- Critical Thinking
- Dealing with Difficult People
- Presentation Skills
- Facilitation Skills
- Managing Office Politics
- Power of Networking Outside the Company
- Risk Assessment and Management
- Open Mic Calls
- **Other short seminars I have on file**
- (1x90 min call/mo – access to past calls) 12 months = 18 hours
- **BONUS:** A FREE Coaching Call (75 mins – Clarify vision/goals, define obstacles, develop plan & path forward)

Capstone 360tm Capstone Leadership Development Coaching Program

This is a blend of Cobalt Group led coaching and participant led project/presentations

- **Tier 1:** 6 mo/2x per mo/90 min call / 1 x 2.5-day seminar in Whidbey Island & includes a 1v1 call at 5 months
- **Tier 2:** 12 mo/2x per mo/90 min call / 1 x 2.5-day seminar in Whidbey Island & includes a 1v1 call every 3 months