

For **Emerging Leaders and New Managers**, we have a set of ready-to-go Business Acumen micro-learnings available. The 12-part series can be a mix and match approach for the learning series. The Series include a self-paced topic video, discussion guide and action plan.

Business Acumen Micro Learning Series

1. **Gaining Agility:** Learners will gain understanding of the differences between a Growth Mindset and a Fixed Mindset.
2. **Gaining Alternate Thinking:** Learners will discover Stephen Covey's 4 steps to the 3rd *Alternative* and how to improve strategic and operating dexterity.
3. **Gaining Company and Customer Balance:** Learners will understand how to keep the main thing the main thing and they will learn the Do-Right rule for both the company and the customer.
4. **Gaining Design/User Balance:** Learners will become acquainted with Six Hats Thinking and gain a useful process to balance design thinking and customer experience.
5. **Gaining Financial and Operational Effectiveness:** Learners will become acquainted with how to apply a balanced scorecard of efficiency and effectiveness to financial results, operational processes, growing talent and customer value.
6. **Gaining Generational Understanding:** Learners will become acquainted with the five generations in the workplace, understand their experiences and communication preferences, and appreciate the value of generational diversity to company problem solving.
7. **Gaining Inspiration:** Learners will become aware of all the qualities of a persuasive leader and how to prepare to be persuasive.
8. **Gaining Lean:** Learners will become acquainted with lean principles and understand how lean organizations align work with business goals and develop all team members as problem solvers who grow customer value with fewer resources.
9. **Gaining Speed:** Learners will learn how to do Rapid Think and how to setup a Facts File for impromptu opportunities.
10. **Gaining Understanding of Implicit Bias:** Learners will become aware of what implicit bias is, how it applies to everyone and how to address it in the workplace.
11. **Gaining Contemporary Knowledge:** Learners will become aware of knowledge disciplines to grow themselves, grow others and grow the organization.
12. **Gaining Strategy:** Learners will understand what strategic thinking is, how to apply the VMOSAP approach (vision, mission, objectives, strategies, action plans and people), and how to do a SWOT analysis.

For **Leaders** at all levels, we have a large number of ready-to-go workshops for your virtual and or instructor-led training. We additionally prepare custom role-plays and scenarios to help learners apply their new skills.

The cost per workshop is customize and dependent on participants and delivery (virtual or in person).

Topics include:

- Ideal Team Player
- Personal Brand
- Leader or Manager-What's the Difference?
- Overcome Objections
- Know Your Customer
- Building Trust
- Storytelling
- Accountability
- Managing Upward
- POWERful Communication
- Agile Thinking
- Interpersonal Communication
- Email Etiquette
- Making Decisions Without Fear of Failure
- Elevator Speeches
- 3rd Alternative Thinking
- Crucial Conversations
- Persuasive Leadership
- Asking the Right Questions
- Meeting Dynamics
- Small Group Presentations
- Emotionally Intelligent Leaders
- Balancing Company and Customer Interests
- Delegator and Chief
- Authenticity
- Timely Performance
- Performance Management
- People Development
- Coaching Habit
- Giving and Receiving Feedback
- Mentor or Mentoring Basics
- Millennials Guide to Management
- Virtual Professional Presence
- Telephonic Selling Skills

Additional customized communication topics could include the below options and would include a micro-series approach. Customize each session to your organizational needs.

1. **Interpersonal Gain:** Learners will consider the characteristics of an effective interpersonal communicator.
2. **Gaining Answers:** Learners will understand and practice the power of questioning and how to ask the right questions.
3. **Gaining Your Voice - Part One:** Learners will learn how to prepare for a presentation
4. **Gaining Your Voice - Part Two:** Learners will learn techniques to make their presentations interesting and memorable
5. **Gaining Your Voice - Part Three:** Learners will learn how to make impromptu remarks
6. **Gaining Your Voice - Part Four:** Learners will learn how to respond to challenging questions
7. **Gaining Confidence -** Learners will become aware of how to interact with challenging personalities

About DB Associates of Wisconsin, LLC (DBA)

Top talent needs to be planned for, recruited and nurtured. The business of managing today's professional staff is changing. DB Associates offers knowledge and skill-based learning opportunities. Our goal is to motivate employees to perform at their best, make decisions that eliminate sentinel events, and put fun back in the workplace. We partner with business, manufacturing, government, and healthcare - transforming personal and professional skills that drive business results as in individual contributor or as a team.

Deborah DeNure has designed and delivered customized training throughout the USA. She is an independent consultant, motivational speaker and thought leader. She creates learning experiences that transfer knowledge, shift behaviors, and improve business results. Ms. DeNure leverages neuroscience and psychology perspectives within a continuous improvement model, driving self, team, and organizational outcomes. She is the founder and Chief Learning Officer of DB Associates, Training and Project Management Services. Ms. DeNure has a Bachelor of Science in Education, Health and Human Services and lives in Madison, Wisconsin.