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+ Organizational Culture/Career
+ Leadership Pyramid: An Overview
+ Moving to the Valley
+ Attendance to the Rescue
...and More

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Website

Please visit our website at <http://www.following2leading.com> for the latest information on moving *From Following to Leading and Beyond*™

If you would like to schedule an in-house workshop please send your request to: inquiries@following2leading.com

Training Employees for the Upcoming Year

As organizations get ready for the New Year, some may be looking for ways to enhance the skill sets in their leadership ranks. Having a plan for aligning training with the organizational goals is an important step before an organization identifies seminars, workshops, books, or eLearning classes for their employees to dive into. Here are some suggestions to consider when conducting the analysis:

1. The organization must have a clear vision for the future and have an understanding of the skill sets required for the organization to be successful. Each job position should have a training plan for the position, not the person currently holding the position.
2. For individuals in a leadership position, identify training sessions that cover both the strategic and tactical needs of the organization. Individuals that manage other people need to focus on both areas to be successful and remain in alignment with the overall goals of the organization.
3. Ensure that training does not become a central focus for employees. An average organization will spend 35 hours per employee on training in a calendar year. Keeping good documentation on an employee's training time will help to keep employees from getting training burnout.

Each year, organizations manage their own set of business challenges based on the current business climate. As we move into 2010, organizations will continue to remain vigilant in their efforts to reduce spending and keep headcount low. Understanding how training will impact the bottom line for the organization is an important step to retaining top talent and keeping morale up. The more time an organization takes to understand the training that is needed and how it aligns with the organization's goals, the more likely employees will stay well after the recession is over.

Webinars

We are now offering a full range of webinars each month that focus on developing leadership skills, and the great part is you do not have to leave your office! Please visit the [webinars page](#) of our website for a full list of classes, dates & times.

e-Learning Classes

If you do not have time to attend a conventional training session but still want to enhance your skill set, attend one of our e-Learning sessions. These sessions are available when you are...24/7. Please visit [our eLearning page](#) for a complete list of available classes and a demo!

Featured Course - Leadership Pyramid: An Overview

Each month we will highlight one of our classes to provide insight on what we offer both online and in the classroom. This month we are focusing on an overview of the Leadership Pyramid.

Do you know at which level in the Leadership Pyramid your career lies? All employees are somewhere in the pyramid, but many aren't sure where or how to use the pyramid to take their career to the next level. Following the levels in the Leadership Pyramid will put your career on the track to reach the pinnacle as a visionary.

Leadership Pyramid: An Overview is a class available through our online site that allows employees to understand the Pyramid and begin to understand where their careers are in the Pyramid.

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