






5 PARTICIPANTS

5 SPONSORS

3 TARGET OUTCOMES

-  **Connect each person's effort to business outcomes.**
-  **Development of positive leadership behaviors, such as strategic thinking, individualized consideration, and communication.**
-  **Provide a foundation of effective management from which to continue development.**

12 WEEKS, 3 MODULES

Weeks 1-4: SELF-MANAGEMENT



Strengths-Based
Leadership



Traction and
Habit Formation



Personal Goal
Setting



Personal
Development

Weeks 5-8: MANAGING OTHERS



Managing
Others



Communication



Motivation



Feedback and
Conflict

Weeks 9-12: LEADERSHIP



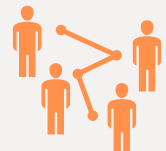
Transformational
Leadership



Change
Management



Team
Performance



Leadership
Pipeline

PARTICIPANTS RECEIVED:

- Personal strengths assessment**
- Guided workbook**
- Templates and tools to help them lead their team**
- Weekly group education sessions**
- Weekly 1:1 coaching sessions**
- Weekly meetings with their supervisor to discuss and reflect on program content and progress**
- Weekly 1:1 coaching sessions**
- 360-degree feedback survey**

SPONSORS RECEIVED:

- Weekly topic overview emails providing context for weekly discussions**
- Discussion prompts and questions to use in weekly meetings with their employee**
- Monthly debriefs with REV 0 to review participant progress, provide feedback, and ask questions**

PROGRAM TOUCHPOINTS

	WEEKLY	MONTHLY
Group Sessions with REV Ø	X	
1:1 Coaching with REV Ø	X	
Participant + Sponsor Meetings	X	
Topic Recap & Prompts to Sponsors	X	
Sponsor Debriefs with REV Ø		X

TARGET OUTCOMES ACHEIVED



Connect each person's effort to business outcomes.

Every session explored "How do you do that at STV?" and "How does that relate to STV?"



Development of positive leadership behaviors, such as strategic thinking, individualized consideration, and communication.

Sponsors saw immediate positive changes in how participants approached conflict, challenges, and people.



Provide a foundation of effective management from which to continue development.

Topics were sufficiently accessible to be relevant, yet challenging enough to have them try new things. The progress they saw encouraged them to do more and dive deeper.

PARTICIPANT FEEDBACK

“

I now have a deeper understanding of the diverse personalities on my team, what drives them, and how to support their growth while fostering a culture of positive change. Thanks to the tools and insights I gained through the program, **I feel fully prepared to begin my transition into management with confidence.**

Project Engineer

“

The transition into project management is something I was willing to do, but didn't know what step to take or how to handle the approach. Working with **Rev Ø helped me develop the skills needed to make the transition and do so with confidence.**

Design Engineer

“

This program gave me a lot of valuable information and resources that helped me when it comes to becoming **a better leader and helping others develop** their careers.

Roadway Engineer

“

I expected and succeeded at honing my skills to provide direction and meaning to my team's work. What I did not expect was to also **learn how to provide direction and meaning to my supervisor about how to support me.** That is where I continue to grow the most and where the biggest impact will be felt.

Lead Design Engineer

SPONSOR FEEDBACK

“

After Rev Ø, we've seen **tremendous growth in leadership**, and increased focus on improving the team dynamics.

VP, Group Manager

“

Rev Ø provided a framework and a structure that organized what had previously been somewhat scattered ideas and understanding of managing people and groups. This structure allowed a tighter focus for discussions with the program participant and introduced specific techniques and tools for implementation of the ideas discussed. **The coaching sessions were hugely beneficial by centering on areas where engineers often struggle when starting to manage others.**

Austin Roadway Group Manager