



BISMARCK
STATE COLLEGE

North Dakota's
Polytechnic Institution

MANAGER'S DEVELOPMENT SERIES



LEARN TO MANAGE
WITH REAL
WORLD TRAINING

trainNEO
SOUTHWEST

WHY TRAIN YOUR MANAGERS

Unlock the full potential of your organization's growth by investing in the development of your managers. In today's dynamic and competitive economic landscape, effective leadership is the cornerstone of success. Our Manager's Development Series is meticulously designed to empower your managers with the **knowledge**, **strategies**, and **understanding** they need to excel in their roles and drive your organization toward new heights.

At **TrainND Southwest**, we believe in the profound difference that a well-trained manager can have on your organization. Our years of experience and expertise have shown us that a robust managerial team doesn't just manage—they elevate, empower, and transform. Here are just four ways a well-trained manager can help your organization:



Unleash Innovation



Nurture Talent

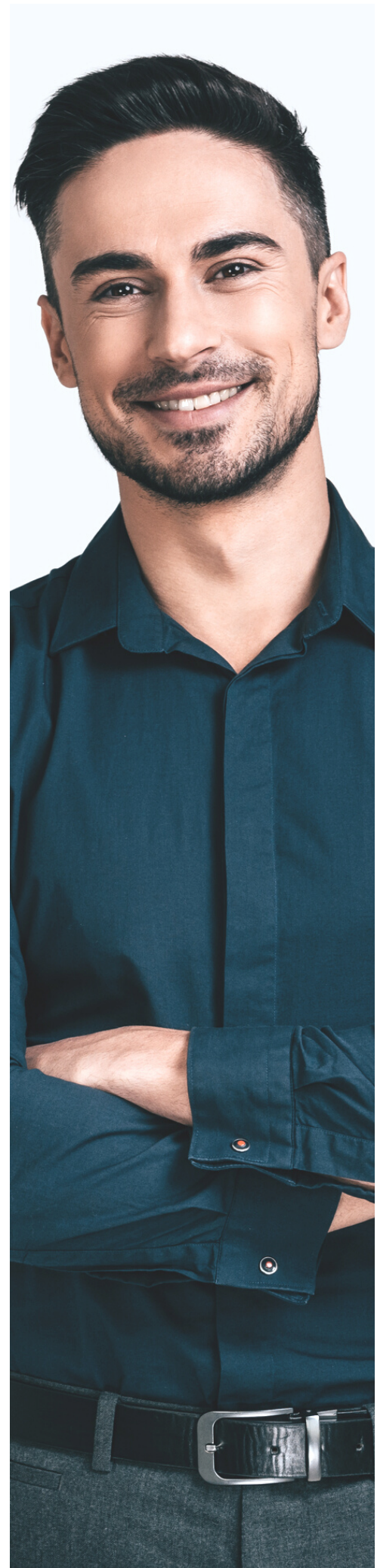


**Drive Employee
Engagement**



**Foster Collaborative
Synergy**

The impact of a well-trained manager goes beyond the immediate team—it shapes your **organization's culture**, **performance**, and **bottom line**. At **TrainND Southwest**, we specialize in equipping managers with the essential tools that exceptional leaders need to wield influence that resonates throughout your entire organization. Join us in unleashing the true potential of your organization through the power of well-trained managers.



TRAINING OUTCOMES

The *Manager's Development Series* consists of six **3-hour classes** that provides hands-on training opportunities surveying a variety of content vital to a manager's success. The training series addresses the following topics: **performance management, coaching, employee engagement and retention, conducting interviews,** and **approaches to being a successful manager.**

Successful completion of the *Manager's Development Series* will expose participants to to the following learning outcomes:

- ✓ **How to make the transition into management.**
- ✓ **Avoid the common pitfalls that derail new managers.**
- ✓ **The four steps of a coaching session and how they are applied to achieve various goals.**
- ✓ **Deploying an array of tools to successfully review resumes and conduct job interviews.**
- ✓ **How to create a supportive environment that fosters employee growth and engagement.**
- ✓ **And many more!**



LEARNING PATH

Learning to Manage:
Techniques and
Tools for the New
Manager

Onboarding: How
to Successfully
Integrate New
Employees

Employee
Engagement:
The Supervisor's
Guide to Gaining
and Sustaining
Commitment

END

START



Behavioral
Interviews: An
Evidence Based
Approach to Hiring the
Right Candidates



Performance
Management



Coaching
Conversations

MEET OUR INSTRUCTOR

Life is all about the journey. Do we want to get from point A to point B? Absolutely! But where is the majority of our time spent? **Along the way.**

After a decade of working for and consulting with companies, I've realized **I love the journey!** My skill set, passion, and time is best spent helping you get from point A to point B. I like serving as a guide—navigating the dangerous ravines and scaling the arduous mountain peaks with you!

Having served in every role from custodian to CEO over the last decade, I have been in the shoes of each of your employees. I understand the day-to-day challenges and how difficult it can be to get out of a “rut.” We get used to “the way we do things” or may more dangerously state: “that's the way it's always been done.” I have realized that good ideas are a dime a dozen, but **execution is everything!**

Mike Weisbeck



Bismarck State College is home to TrainND Southwest Region, serving the Bismarck, Mandan, and Dickinson areas. The Southwest Region offers custom, contract corporate and industry training to enhance workforce skills and upskill or reskill employees to meet an ever-changing economy.

trainND
SOUTHWEST



National Energy Center of Excellence
1200 Schafer Street
Bismarck, ND 58501
701.224.5600
BSC.Training@BismarckState.edu

