

THE MANAGER LAB's components are fully customizable to meet the needs of your organization. Investment in these 12 skills has an outsized impact on employee engagement.

Use THE MANAGER LAB's **self-assessment** to understand where to start. Pick the best solution for your business. Mix and match, add and subtract, depending on business context.

1. Develop your leadership brand
2. Build trust
3. Deepen self-awareness
4. Communicate effectively
5. Have meaningful conversations
6. Set clear direction
7. Coach for performance
8. Give and get feedback
9. Engage employees
10. Understand team dynamics
11. Lead change and transitions
12. Make great decisions

What is a Skill Lab?

90-MINUTE EXPERIENCE

Engaging and interactive, a Skill Lab introduces one of the 12 foundational manager skills, grounded in a tool or framework, provides space for reflection and practice, and can be delivered in-person or virtually.

The Manager Lab also offers self-led journeys or for a deeper dive, add immersion experiences.

All skills are reinforced with on-the-job 30, 60, or 90-day micro-learning and quick tasks that take just 5-10 minutes/day.

The Manager Lab

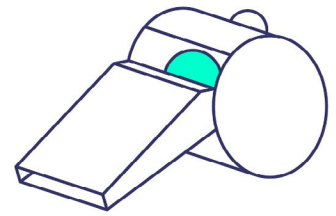
An ecosystem for developing world-class managers

THE MANAGER LAB

Building world-class managers to lead the teams of the future

AN INNOVATIVE AND INTERACTIVE MANAGER ECOSYSTEM FOCUSED ON BUILDING ESSENTIAL MANAGER SKILLS IN THE FLOW OF WORK.

Using a combination of assessment, group learning, practical application and community building, and supported with real-time data, analytics and insights, THE MANAGER LAB builds world-class managers to lead the teams of the future.



THE MANAGER LAB

POWERED BY 1st90

MANAGERS HAVE A HUGE IMPACT ON AN ORGANIZATION

70%

They are responsible for 70% of employee engagement

2X

Engaged employees are two times more productive

23%

And drive 23% more profitability

AND YET MANAGERS DON'T FEEL PREPARED TO LEAD THEIR TEAMS

52% of managers don't feel properly trained

60% say they have had no formal training

67% of people who left their job in the last year said their manager could've prevented it

WHEN ORGANIZATIONS INVEST IN MANAGER DEVELOPMENT, THEY FACE MULTIPLE BARRIERS

It can be difficult to prioritize **time**, **resources**, and **funding**, even when you do, you're battling **absorption limits**, **the forgetting curve** and the **day-to-day business realities**, and the challenge of **driving accountability** on a day-to-day basis.

THE MANAGER LAB APPROACH

Organizations often focus manager development efforts on the formal moments that matter in the employee lifecycle e.g. performance management. The Manager Lab builds the skills so managers can be great in those formal moments that matter and all the ones in between.



ASSESS

Competence and confidence in the essential skills needed to be world-class



LEARN

In an innovative, practical way through 90-min Skill Labs, multi-day immersions or self-led journey.



PRACTICE

on the job with 30-60- day micro-lessons and actions to practice the skill and build the habits.



EMBED

Through spaces to learn, share best practices and embed habits as a manager community