

How We Teach

Learning should be fun. An informal and friendly seminar atmosphere does NOT mean any loss of rigor in the material taught.

Our associates teach *practical* lessons based on their decades of experience in jobs ranging from front-line supervision to corporation executives.

Main ideas of each lesson are presented first in a lecture format, followed by vigorous, guided interactive discussion to draw on your own experiences and observations.

We are not "PowerPoint puppets" who show you slide after slide with lists of bullet points. We cover *practical lessons* drawn from experience, with appropriate ties back to the theories of leadership and ethics.

Bring your brain and bring your energy. Come prepared to learn!

Who Are We?

The LeaderMaker Group partners and associates have more than 80 years of experience leading people in privately-held companies, public companies, and military organizations, large and small. Some of us have academic experience as well. We know the theory, but it's the *practical experience* we bring to you.



THE LEADERMAKER GROUP
Practical Lessons for Leading People

Civilian Boot Camp

Civilian Boot Camp is a 2-day program tailored to the needs of military officers, senior NCOs, and NCOs about to leave military service and begin civilian careers with leadership responsibilities. *Civilian Boot Camp* picks up where your Transition Assistance Program left off.

You bring important leadership knowledge and skills to your new civilian job, based on your military experience. You are potentially a valuable asset to your new employer. But you also come with "holes" in your knowledge and skills, because there are important differences between leading people in civilian companies and leading them in a military organization. *Civilian Boot Camp* is designed to fill those holes.

Civilian Boot Camp is a *practical* program for leaders, consistent with The LeaderMaker Group's policy of teaching "Practical Lessons for Leading People." All good work in companies is accomplished through *people*. Helping you understand how to be effective in leading people in your new civilian job is our focus.

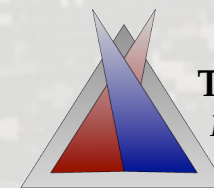
Each year many civilian companies watch another group of these "potentially valuable assets" leave their new jobs and move on, frustrated by a lack of accomplishment and determined never to want to try civilian leadership again. This waste of your potential is unnecessary. While we cannot guarantee you will succeed in your new civilian job, we have designed *Civilian Boot Camp* to teach you *practical* ways to be better prepared.

For more information, including the dates & times of the next *Civilian Boot Camp* near you, check out our web site at:
www.TheLeaderMakerGroup.com

Leaving Military Service?

*Are you headed for
a civilian career
with leadership
responsibility?*

See inside...



THE LEADERMAKER GROUP
Practical Lessons for Leading People

Practical Lessons for Civilian Leadership that you can use from Day One.

Here's a small sample of what you'll learn in Civilian Boot Camp:

Beware the First Days

A guide to avoiding the pitfalls of your first days on the job as a new leader. If you don't avoid them, they can haunt you later.

No Escaping the Details

Understand the importance of delving into the appropriate level of detail and how to do it. The "big picture" is just not enough.

Don't Be a Chiseler

Some expense-control practices can be short-sighted and harmful to morale in ways you may never discover.

That's Not My Job!

If an employee declines to do work, is it because the employee is poor? Or is the employee reacting to a bad supervisor? Or is the very narrow job description the villain?

How to Drive Out Fear of Failure

Not many good things will happen if people are afraid to fail. You can't drive out fear of failure with a speech now and then; it requires a sustained effort that touches several parts of a person's job.

Beware the Great Classics

Explains the misuse of recommended business practices that everyone knows you are supposed to do, but which get corrupted in practice.

We Seem to be Slow Learners Around Here

Are people making the same mistakes over and over? Is nobody learning in those After Action Reviews the leaders conduct?

Ethical Ambiguity...But No Time to Wait

Leaders routinely have to deal with ethical ambiguity, trying to define the harder right, often without the benefits of time and copious information.

Getting Inside Your Head – and Theirs

You must learn to recognize the differences in values of your followers and find ways to get through to them. You must constantly evaluate yourself as well, including your emotional intelligence.

When Bad Actors Come to Work

How to deal with jerks and bullies in the workplace, and how to keep them out if you can. What if the jerk is your BOSS?

Getting Between the Lines

Helpful techniques to learn more about the potential employee you are interviewing while still respecting the applicant's rights.

Avoid the Implied Promise

If you can't deliver in the future but your employee heard a promise, you're a leader in trouble.

Does the Org Chart Really Matter?

Sure, you need one, because you have to know who works for whom. But if you pay too much attention to it, bad things will happen.

Too Far Gone to Save

Sometimes it seems a veteran employee's attitude and work habits turn sour and nothing seems to work. Is this employee doomed?

When the Millennials Come to Work

Some say this age group, now entering the workforce in large numbers, poses challenges an organization's leaders have never seen. Some of these Millennials will be working for you.

Teams & Their Leaders – Another Opinion

Teamwork can do great things...but pointless "teaming" can grind you to a halt. Learn the pitfalls of misusing teams.

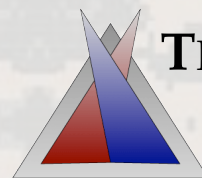
Don't Abdicate on That "HR Stuff"

Use your Human Resources professionals wisely, but don't abdicate your "HR duties" in terms of reward programs, management by walking around, gathering employee input, and key duties regarding hiring and firing.

Civilian Boot Camp teaches you what you're expected to know, but no one ever takes the time to tell you.

Be Prepared! These experience-based practical lessons prepare you for your new duties as a leader in the civilian world...so you're ready Day 1!

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