

FOUNDER *FORWARD*

MANAGEMENT TRAINING

**PRIORITIZE YOUR
COMMITMENT TO YOUR
PEOPLE TODAY.**

email us at:
info@founderforward.com

SUCCESS STORIES

"FounderForward's Management Training delivered really digestible management basics that created a common language for our new and experienced managers alike. Robyn really gets startup culture and tailors her training to fit with our pace and stage of business."

- LINDSEY KAMPMEIER, DIRECTOR OF
PEOPLE & CULTURE



"Robyn kept us engaged with active participation and the material was clearly defined and provided action plans for how to effectively manage. We're already seeing those put into practice throughout our org. I highly recommend working with Robyn and FounderForward."

- LAUREN NOLTE, SR. MANAGER OF
PEOPLE OPERATIONS



EMPLOYEES DON'T LEAVE COMPANIES, THEY LEAVE MANAGERS.

This is a common refrain that we have seen proven out time and time again in startupland. It is also backed up by a ton of Gallup research.

The manager accounts for at least 70% of the variance in employee engagement. This is significant as Gallup (and many other researchers) have discovered strong links between employee engagement and vital performance indicators, including customer ratings, higher profitability, and productivity.

Despite this data, we have found that most startups fall short when it comes to hiring, training and developing managers. In an effort to scale as quickly as possible, the easiest thing to do is to move the early employees up the ladder based on historical knowledge and tenure,

as opposed to experience or skillset. This only works if you are dedicated to providing learning and development. Even if you have hired in folks with management experience, you still need to train them on your practices and invest in their ability to scale alongside the company.

By the way, all of your employees (not just your managers) need and want you to focus on their growth. Studies have found that 82% of millennials say formal training from their employers on the job is important in helping them perform their best. In addition, 94% of employees would stay longer at a company if it invested more in their career.

MANAGEMENT TRAINING THAT DOESN'T SUCK.

FounderForward has developed modern, relevant training modules for today's high-growth companies and managers. We don't believe in all day trainings, as research shows we don't retain much information that way.

Our three core training modules are 2 ½ hours each and are designed to run 2-3 weeks apart so that managers can go back and practice the frameworks and tools learned.

MANAGEMENT BASICS

- Know Your People(+Self)
- Managers as Coaches
- Grow and Develop Your People (+Self)
- Running Great One-on-Ones

EFFECTIVE COMMUNICATION

- Communication Styles
- Conversational Intelligence
- Giving & Receiving Feedback

CONFLICT & CRUCIAL CONVERSATIONS

- Traits of "Good Conflict Cultures"
- Crucial Conversations
- Styles Under Stress
- Accountability Conversations