



As an Employer, why Invest in Training & Development with Harvard's Stepping Up to Management™ Online Training Program?

Studies have shown that up to 40 percent of new management hires fail within their first 18 months. This failure is often due to a lack of training and support during the transition to a more challenging management role. The cost of losing a manager in any company is very high - on more than just the financial side; it can affect whole departments and staff morale throughout the company.

The **Stepping up to Management**™ Online Learning Program consists of 8 targeted modules designed to provide that necessary training and support by assisting your project team leaders, employees who work in teams, individuals looking to upgrade their credentials or supervisors/managers who need to enhance their leadership skills, develop transferable people management skills. This program can be of benefit to any employee that is or may eventually become a leader. Other employer benefits include:

- ✓ Reduced training costs (no travel cost)
- ✓ Capability to monitor learner's progress
- ✓ Easy to administer
- ✓ Consistent application of training
- ✓ Can be completed at the convenience of the trainee



How Does the Program Work?

This unique training program begins with a questionnaire that assesses the employee's familiarity with concepts covered in the Stepping Up to Management™ modules, and their relevance to their current job responsibilities. The assessment results prioritize the modules based on their indicated relevance and knowledge. This allows users to plan to spend more time on high priority modules as they progress through the program.

What are the Time Commitments?

A learner will have open access to all modules for a period of 3 months from registration. If the learner does not complete the program within this timeframe, they will need to re-register in the program for the full amount of the program fee. Each module takes an average of 2 hours to complete.

How to Register your Employees?

To register simply visit www.eco.ca/harvard or for more information contact info@eco.ca

How Much does the Program Cost?

ECO Canada is offering Harvard Business Publishing's Stepping Up to Management™ series at **\$600.00** per registered user.

"I feel like I've gained so much knowledge after putting in a few hours to complete the program. I now understand what it takes to be a manager. I definitely think it was worth it." – **Gustavo de Oliveira, first graduate of Harvard's Stepping up to Management™**