

Leadership Solutions

With The McMillion Group by your side, you can design powerful leadership experiences for leaders at all levels.

Frontline Leaders and Individual Contributors

Interaction Management®— Engaging courses and tools proven to build skills for personal, team, and organizational success.

- Addressing Poor Performance, C SP VC I
- Building and Sustaining Trust C SP 90 VC
- Coaching: Move People Forward C SP 90 VC
- Communicating with Impact* C SP VC
- Communication: Connect Through Conversations* C SP 90 VC
- Conversations to Inspire Performance C VC
- Creating an Inclusive Environment C VC
- Delegation: Engage and Empower People C VC
- Developing Yourself and Others C SP VC
- Driving Change C SP 90 VC HC I
- Embracing Change C VC
- Engaging and Retaining Talent C SP VC
- Executing Strategy at the Front Line C VC
- Fostering Innovation C VC
- High-Impact Feedback and Listening C SP VC
- Leading Meetings: Use Time Effectively C VC
- Leading Self: Turn Awareness into Impact C 90 VC
- Leading Teams: Achieve More Together C VC
- Leading Virtually 90 VC
- Making High-Quality Decisions C SP VC
- Navigating Beyond Conflict C VC
- Networking for Enhanced Collaboration C VC
- Reinforcing Leadership Development C VC
- Resolving Workplace Conflict, C SP VC HC I
- Setting Goals and Reviewing Results C SP VC HC
- Strategies for Influencing Others C VC
- Strengthening Your Partnerships C VC
- Valuing Differences C
- Your Leadership Journey C SP VC

Mid-Level and Senior-Level Leaders

Business Impact Leadership®— High-impact courses designed to turn strategy into reality and lead organizations forward.

- Coaching for High Performance C VC
- Cultivating Networks and Partnerships C VC
- Developing Organizational Talent C VC
- Influencing for Organizational Impact C VC
- Instilling a Culture of Innovation C VC
- Leading with a Global Perspective C VC
- Making Change Happen C VC
- Mastering Decision Dynamics C VC
- Mastering Emotional Intelligence C VC
- Translating Strategy into Results C VC

Interviewing Skills

Targeted Selection®— Training that provides a structured approach to behavioral interviewing.

- The Art of Behavioral Interviewing C SP VC
- The Science of Behavioral Interviewing C SP VC

*Foundation Course C Classroom SP Self-paced 90 Under90 (1.5 hour virtual course) VC Virtual Classroom VR Virtual Reality
Additional Industry Specific Versions: HC Health Care Industrial

Micro courses

Micro courses — Short bursts of learning focused on a single topic or skill.

- Addressing Poor Work Habits
- Authenticity and Transparency
- Being Business Savvy
- Being Prepared to Take the HEAT
- Boost Your Resilience
- Building an Inclusive Culture
- Building Partnerships Inside and Outside Your Organization
- Building Rapport Virtually
- Building Trust in Your Work Environment
- Building Uplifting Partnerships
- Career Coaching Conversations
- Coaching Challenges: Tips from a Coach
- Communicating Effectively to Improve Your Leadership Brand
- Communicating Virtually
- Contributing to an Inclusive Culture
- Creating a Coaching Culture on Your Team
- Data-Driven Decision Making
- Developing Individual Team Members
- Discover Your Unique Coach Qualities
- Driving for Results
- Embracing Change: Yourself & Others
- Ensuring Your Team Avoids Burnout
- Everyday Engagers
- Finding Control During Change
- Gaining Momentum as a New Leader
- Giving Feedback for Improvement
- Giving Positive Feedback
- Handling Emotion and Upset
- Influencing Others to Make Things Happen
- Interaction Skills Challenge
- Leading a High-Performing Team
- Leading Hybrid Teams
- Leading Self in Times of Crisis
- Leading Teams Virtually
- Leading Virtual Meetings
- Letting Go and Delegating More
- Leveraging Diversity
- Making Accelerated Decisions
- Managing a Multigenerational Team
- Managing the People Side of Risk
- Mastering Executive Interactions
- On to the Next Adventure
- Overcoming Your Workplace Burnout
- Panel Interviewing
- Preparing for Difficult Conversations
- Prioritizing and Productivity
- Resolving a Conflict You're Involved In
- Retention Drivers
- Setting SMART Goals to Manage Performance
- Stand and Huddle: Short Meetings that Address Team Challenges
- Starting Strong
- Steps for Great Service
- The Power of Seeking
- Unconscious Bias: Awareness into Action
- What's on Your Radar?

Diversity & Inclusion

Diversity & Inclusion — Solutions to support D&I initiatives.

Ignite Your Impact: Women in LeadershipSM

- Declare Your Brand **C** **VC**
- Fail Forward **C** **VC**
- Influence Your Career **C** **VC**
- Leaders/Men as Allies **C** **VC**
- Radiate Confidence **C** **VC**
- Super-Power Your Network **C** **VC**

Inclusive Leadership Series

- Inclusion: Build Empathy **VC** **VR**
- Inclusion: Take Action **VC**

Assessment Tools

Assessments — Online tools to identify, promote, and develop leaders.

- **Early Identifier** — Virtual self-assessment to identify leadership potential, sooner.
- **Leader3 Ready[®]** — Leadership assessment for middle management.
- **Leadership Mirror[®]** — Web-based, multi-rater feedback system for 360-degree surveys.
- **Leadership SnapshotSM** — A test to quickly identify development needs and predict leadership performance.
- **Manager Ready[®]** — Management assessment to evaluate frontline leader preparedness and diagnose skill gaps.

The McMillion Group Pinpoint: Curate and deliver your blended program with DDI's digital platform. Your leaders can have a seamless and personalized experience with interactive content like self-insight tools, simulations, games, job aids, and more.