

Active Contributor Program Overview



What you'll get

Personal effectiveness skills, mindset and confidence to make a bigger contribution.

Outcomes

Managers will become more:

- Efficient with their time
- Effective with their people
- Proactive in their role

Leaders will get:

- 5+ hours back every week
- Focus on strategic initiatives for growth

Organizations will:

- Increase employee retention and engagement
- Boost productivity and performance
- Improve leadership skills and capability

Time commitment

Learner: 2 hours per month.

Leader coach: 1.5 hours, plus 15 minutes per learner per month.

Duration

9 months.

Who it's for

Emerging talent, Future leaders.





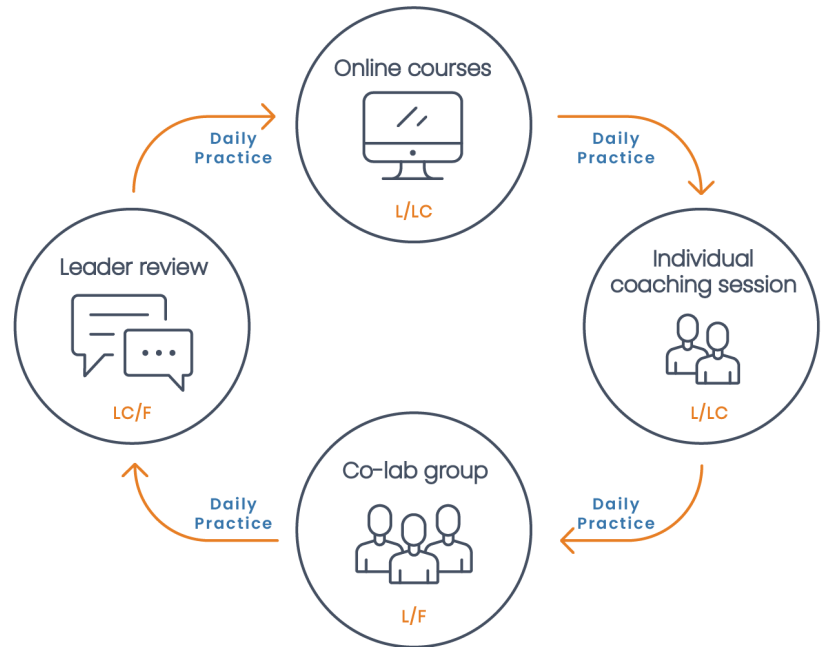
Make learning stick



Watch the Active Learning System animation > tbco.at/als

“The program has helped me increase individual performance and satisfaction in both job and life.”

– Nat Jakich, Project Coordinator



L = Learner

LC = Leader coach

F = Facilitator

Develop their skills through daily practice in their jobs over 9 months.

Online learning (20 to 30 minutes)

Learners start by doing a self-paced short course made up of conversational videos and a workbook. They choose a skill to practice immediately, applying learning in their daily work.

Individual coaching sessions (15 minutes)

Learners meet with their Leader Coach, usually their manager, for a coaching session. They discuss learning and progress, making it relevant to their job.

Co-lab group (60 minutes)

Learners meet with 5 to 7 colleagues and our trained facilitator to share their learning and practices. They support and challenge each other, deepening the learning.

Leader review (15 to 30 minutes)

Leader coaches meet with the facilitator to review learner's progress and get feedback on their coaching, creating great alignment.

Active Coach Playbook (20 to 30 minutes)

Companion program for leader coaches to summarize content and provide prompts for better coaching.



Our approach leads to permanent and significant behavior change among learners – and their leaders.

What's covered



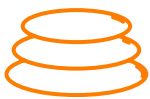
Active vs Reactive

Get insight into how you currently operate, understand how an Active Mindset can make you a lot more effective, and how to trigger the simple powerful practice of training your attention in your day.



Manage Your Capacity

Get more insight into how you use your energy, which is a product of what you do with your time. You'll free up capacity to work on high value activities that you currently don't have time for.



Get The Big Stuff Done

Actively put your time and attention on to the most important (not necessarily urgent) requirements of your job. You'll learn a system that will see you make faster progress on your top priorities.



Working With Your Team

Get a new way of understanding yourself and your team, greater clarity among team members, and how your style interacts (or not) with others.



Managing Priorities

Get clarity and insight into your most important goals. You'll learn how to separate the important (priorities) from the urgent, and then make time to get these done.



Clear Communication

Develop your communication skills, speaking clearly and listening closely, so you can really amplify your contribution – colleagues will understand you better and feel heard.

**“Understand
how an Active
Mindset can
make you
a lot more
effective.”**

"We're constantly improving because our people are seeing everything from a different perspective. On top of that, we've got a common language where everybody can speak about these concepts, and everybody else understands."

– Gary Gordon, Managing Director



Building Good Habits

Learn some techniques for increasing your willpower at a personal as well as professional level and be able to develop good habits easily using our habit builders.



Making Better Decisions

Most decisions fail because we don't deal with uncertainty. You'll learn how to make better and fewer decisions.



Managing Stress

We live with pressure and stress all the time, only the degree varies. Increase your ability to respond effectively to change by learning the skill of managing our own minds.



Get to know us

The Breakthrough Co helps you create a more human workplace through management training that sticks.

We deliver our programs through a network of Breakthrough-certified [partners](#).

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Get in touch

Management training that sticks.