

## Partner-Pipeline Program

<b>5 Areas of High Contribution</b>	<b>Associate (2 hrs CPE)</b>	<b>Senior (4 hrs CPE)</b>	<b>Supervisor (4 hrs CPE)</b>	<b>Manager (4 hrs CPE)</b>	<b>Sr Manager (4 hrs CPE)</b>
<b>Capacity Building</b>	<b>Manage Your Work: Earn The Confidence of Others</b>	<b>Instructional Coach</b> FOCUS: Buddy Role Skill: Instruction skills Action: Serve as an Instructional Coach	<b>Performance Coach</b> FOCUS: Job Performance Skill: Performance coaching skills Action: Conduct X Engagement Reviews	<b>Mentor</b> FOCUS: Mentor Role Skill: Facilitation and Influence Action: Conduct Mentor Meetings	<b>Performance Evaluator</b> FOCUS: Performance Evaluation Skill: Conduct Performance Reviews Action: Conduct Eval Meetings
<b>Client Experience</b>	<b>Manage Your Professionalism: 5 Demonstrations of Professionalism</b>	<b>Client Meetings</b> FOCUS: Connect w/ Client Skill: Conduct an effective, focused meeting Action: Lead X Client Mtgs.	<b>Client Service</b> FOCUS: Client Delight Skill: Manage Client Expectations Action: Align Client Expectations X Engagements	<b>Client Relations</b> FOCUS: Client Conflict Skill: Conflict Resolution Action: Successfully resolve X client disagreements	<b>Client Expansion</b> FOCUS: Client Expansion Skill: Generate add'l work Action: Expand 3 Clients; Secure 2 client referrals
<b>New Business</b>	<b>Manage Your Image: First Impressions</b>	<b>Your Introduction</b> FOCUS: Professional Presentation Skill: Make an Introduction Action: Attend X BD Events	<b>Build a Network</b> FOCUS: Networking Skills Skill: Ask for referrals Action: Conduct X Network Meetings	<b>Market Position</b> FOCUS: Focused Marketing Skill: Positioning Skills Action: Conduct X Differentiation Conversations	<b>Prospect Meetings</b> FOCUS: 6 Stage Buying Cycle Skill: Facilitate prospects through the buying cycle Action: Apply the buying cycle to target prospects
<b>Effective Leadership</b>	<b>Manage Your Stress: Time, Energy and Attention</b>	<b>Lead Yourself</b> FOCUS: Pers. Leadership Skill: Develop Personal Disciplines Action: Track Discipline Consistency	<b>Lead Your Team</b> FOCUS: Team Building Skill: Create a motivating environment Action: Apply skills to improve motivating environment	<b>Lead Change</b> FOCUS: Firm Leadership Skill: Change Management Action: Lead a Firm/client Project or Initiative	<b>Lead with Presence</b> FOCUS: Executive Presence Skill: Presentation Skills Action: Make X Presentations
<b>Technical Competence</b>		Current Developmental Training Program			