

# Building Success One Step at a Time...

Connecting...

Sharing...

Learning...

Developing...

## Executive Development

- ◆ President's Meetings/Webinars
- ◆ Product Development Exchanges

- ◆ Succession Planning Process
- ◆ Leadership Coaching

## Leadership Development

- ◆ 360 Feedback
- ◆ Individual Development Plans
- ◆ Leadership Enrichment Center (LEC)
- ◆ Online Leadership Discussion Board
- ◆ Operations Shared Learning Sessions
- ◆ Leadership Consortiums
- ◆ Process Improvement Teams (PIT Crews)

- ◆ Accounting Finance Independent Study Guide
- ◆ Sales Management Independent Study Guide
- ◆ Land Acquisition Independent Study Guide
- ◆ Leadership Development Program (LDP)
- ◆ Process Leadership Committees (PLCs) (Construction, Sales, Quality, etc.)

## Management Training

### Transition to Leadership\*

- ◆ Onboarding for Managers
- ◆ Essentials of Leadership
- ◆ Getting Started as a New Leader

### Recruiting Talent

- ◆ Targeted Selection (1 ½ days)
- ◆ Delegating for Results\*
- ◆ Setting Performance Expectations\*

### Developing Talent\*

- ◆ Retaining Talent
- ◆ Developing Others
- ◆ Building Winning Partnerships

\*All Classroom modules are ½ day.

## Operational Training

### Sales

- ◆ Foundations of Sales Success (4 days)
- ◆ The Critical Path of New Home Sales online learning modules
- ◆ Sales Toolkit (online)

### Construction and Land Development

- ◆ Build IQ (online)
- ◆ Construction Jumpstart (3 days)
- ◆ Construction Project Management (2 days)
- ◆ Construction Overview (1 day)
- ◆ Blueprint Reading (1 day)
- ◆ Foundations (1 day)
- ◆ Mechanicals (1/2 day)
- ◆ Framing (1 day)
- ◆ Water Management (1/2 day)
- ◆ Stormwater Management (online)
- ◆ Land Acquisition Independent Study Guide
- ◆ Land Development Independent Study Guide

### Sales Management

- ◆ Coaching for Sales Success (1 day or online learning modules)
- ◆ Sales Management Webinars
- ◆ Sales Management Independent Study Guide

### Advanced Sales

- ◆ Strategies for Sales Success (2 days)
- ◆ Construction Selling Advantage (1 day)
- ◆ Negotiation (1 day)

### Finance

- ◆ Accounting/Finance Independent Study Guide
- ◆ FMS Feasibility (1 day)
- ◆ FMS Planning (1 day)
- ◆ Cash Flow (online)

### Design Gallery

- ◆ Design Gallery Fundamentals (1 day)

### Customer Care

- ◆ Magic (1 day)
- ◆ Magic Toolkit (online)
- ◆ Service Plus (1 day)

### Homeowner Service

- ◆ Getting Started with HOS (online)

## "Get on Board" for New Hires

- ◆ Company Overview
- ◆ Managing Your Health
- ◆ Providing Security For Your Family
- ◆ Planning For Your Future

- ◆ Work/Life Balance
- ◆ Performance Excellence
- ◆ Policies and Procedures
- ◆ Onboarding Process

## Additional Resources

- ◆ National Job Posting System
- ◆ Performance Management System
- ◆ Associate Survey
- ◆ Associate Enrichment Center (AEC)
- ◆ Employment Law (online module)

- ◆ Corporate Policies & Procedures Manual
- ◆ Preventing Workplace Harassment Training
- ◆ Quantum Online Resources (Legal, Financial, etc.)
- ◆ Lunch and Learn Sessions

## Associate Development @



Our Corporate Training & Development efforts focus on Associate learning that serves the primary needs of the business. We provide targeted, meaningful curriculum and program offerings through a variety of impactful learning methods including:

- ◆ On Site Training – Classroom & field-based curriculum delivered by training instructors
- ◆ Self-paced E Learning & Independent Study – Online learning & workbook style modules require Associates to participate at their own pace
- ◆ Facilitated E Learning – Short, modular-based, automated lessons that are facilitated by an instructor
- ◆ Webinar Classroom – Using the phone, chatting tools and virtual classroom for an individual or group
- ◆ Learning Toolkits – A multitude of learning resources and tools available on HovWorks