*Introducing the **Know Your Team (KYT)***
MANAGER LEARNING PATH

The KYT Manager Learning Path is the most comprehensive leadership training solution for new managers in an organization.

We combine our leadership trainings + coaching alongside our leadership software app – so learning *sticks.*

TRAINING

+

SOFTWARE

Research-backed live leadership trainings designed by our CEO. We focus on the most high-leverage leadership skills: Giving and Receiving Feedback, Leading Remotely, Coaching and Motivating a Team, and more. Managers learn frameworks and techniques they can put into practice the very next day.

Simple software used by thousands of managers all over the world at companies like Airbnb and Dropbox. Our tools reinforce leadership learnings: Managers can hold more effective one-on-one meetings, build rapport across a team, and align a team consistently week-to-week.

"Most attendees said it was the best training they've ever attended in their professional career and all felt it was super actionable."

Emily Allen, Director of People Operations at SEER Interactive

OUR APPROACH

How do you encourage true behavior change? This is the ultimate question we ask ourselves, here at KYT.

Our answer: We combine custom training and coaching *plus* a simple software app – to ensure learning is sustained and applied.

> Our leadership **TRAINING** helps managers *establish* a foundation of leadership knowledge.
>
> **+**
>
> Our leadership **SOFTWARE** helps managers *apply* knowledge to real-life situations.

Data-driven, research-backed. Our leadership training and software are based on 20+ years of research – plus our *own* independent research across 8+ years.

Nuanced frameworks. Leadership trainings can devolve quickly into cliché. We avoid this by providing multiple frameworks of what works in situations A, B, C – not a singular view.

Action-oriented. We focus on applicability with interactive breakout sessions, on-the-spot live coaching, and software that nudges positive behavior.

Ongoing, not one-off. Our monthly coaching services, unlimited leadership Q&A advice, and software app help managers apply and fine-tune learnings *continually*.

Thoughtful, personal delivery. Our CEO, Claire Lew designs each training and trains each Leadership Trainer. Her trainings have been attended by 25,000+ people across 8 years.

What managers say about our trainings...

> "This workshop was one of the best things I've ever done for my professional development."

Caro Griffin, Director of Operations at Skillcrush

> "This workshop was the most concrete and useful workshop I have ever attended."

Bekki Freeman, Team Lead at Eggplant

> "I HIGHLY RECOMMEND this for anyone who is a new manager. Just do it."

Jeff Grigg, Project Manager at Guideware Software

From a sample of 183 managers surveyed...

95%
would recommend a KYT training to a friend, peer or colleague.

93%
would want to attend another KYT training in the future.

From a sample of 91 managers surveyed...

92%
feel more connected to their employees when using the KYT software.

85%
believe the KYT software has positively affected their company culture.

What managers say about our software...

> "KYT is a tool that brings our remote-first company closer together: it gives us greater visibility, it helps us improve our policies, and it strengthens our culture."

Peldi Guilizzoni, CEO at Balsamiq

> "Using the KYT agenda for 1:1s with my team has been a game-changer"

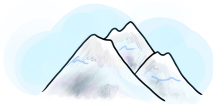**Leah Knobler, Director of Talent Acquisition, Help Scout**

> "Using Know Your Team is like having a leadership sidekick with you at all times."

Ben Weiss, Founder and CEO of Zcruit

LEARNING PATH PROGRAM

FOUNDATIONAL TRAINING

Build a foundation of knowledge with 5 modules**.** *Each session is a 90-minute deep dive, delivered live by a KYT Leadership Trainer and Coach. Up to 30 managers per session.*

1 Foundations of Leadership

Gain the mindset shift necessary to be an effective leader, how to transition from an individual contributor to manager, and how to avoid the biggest leadership mistakes.

2 The Feedback Loop

Acquire techniques to give feedback that encourages positive behavior change, how to receive feedback without getting defensive and how to create a culture of feedback in your team.

3 How to Coach + Motivate an Employee

Learn how to create an environment that helps team members tap into their own *intrinsic* motivation, and how to coach both top-performing and underperforming employees.

4 How to Set Vision in a Team

Gain an understanding of what vision truly is and why it matters, how to co-create vision in your team, and how to use vision to align and guide your team to its highest performance.
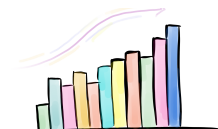
5 Remote Leadership

Learn best practices for leading well in a remote environment, how to enable productive team collaboration remotely, what to do differently as a remote leader, and what pitfalls to avoid as a remote leader.

CAPSTONE TRAINING

Level-up managers' learning. *Three to six months after Foundational Training, we deliver a 90-minute session focused on applying frameworks to enable learning retention. This session is delivered live by a KYT Leadership Trainer and Coach. Up to 30 managers in a session.*

6 Leadership Capstone

Apply the skills learned during the Foundational Training with self-evaluations on progress, analysis of what went well and improvement areas, and strategy + tactics to become better as a manager.

LEARNING PATH PROGRAM

MONTHLY "OFFICE HOURS" LEADERSHIP COACHING

Spot-check and fine-tune your skills. *Every month a KYT Leadership Trainer and Coach will offer a 2-hour block of "office hours" – a manager can sign-up for a 30-minute leadership coaching session to apply the frameworks to a specific challenging situation they're facing.*
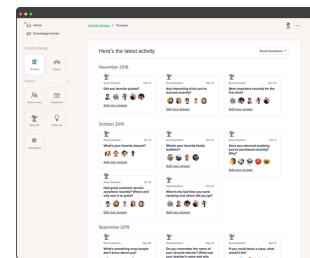
UNLIMITED LEADERSHIP Q&A ADVICE

Get context-specific answers on-demand. *Anytime a manager has a question about their own leadership challenge, they can email our team for unlimited leadership advice, where a response is given within 48 hours.*
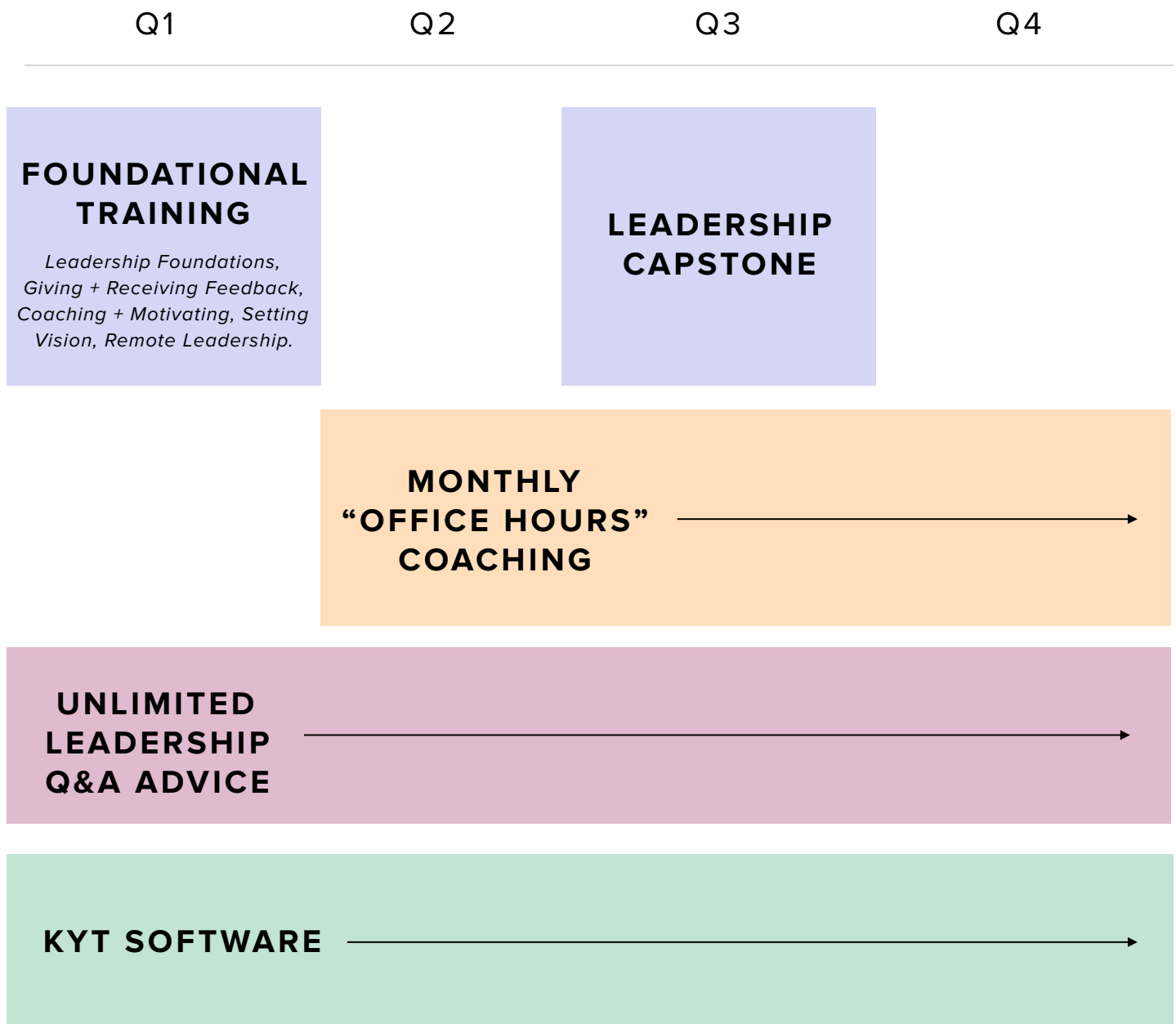
KYT SOFTWARE

Turn knowledge into action every week. *All managers will get access to the KYT software, so they can apply their learnings from the training and coaching. Managers will be able to run better 1:1 meetings, build rapport, get feedback, and more. Our software membership includes:*

- *One-on-ones Tool to make the most out of 1:1s*

- *Icebreakers to onboard your team*

- *Social Questions to build rapport and social connection*

- *Heartbeat Check-in to automate status updates*

- *Shout-outs to recognize your team membership publicly*

- *All 80+ Knowledge Center Guides chapters*

- *All slides and recordings of previous Workshop Live! sessions*

- *Access to our online leadership community with 1,000+ managers*

Know Your Team

What might the Manager Learning Path look like at *your* organization?

Here's an example program calendar...

Q1	Q2	Q3	Q4

FOUNDATIONAL TRAINING

Leadership Foundations, Giving + Receiving Feedback, Coaching + Motivating, Setting Vision, Remote Leadership.

LEADERSHIP CAPSTONE

MONTHLY "OFFICE HOURS" COACHING →

UNLIMITED LEADERSHIP Q&A ADVICE →

KYT SOFTWARE →

NEXT STEPS

Ready to kick-off the Manager Learning Path
in your own organization?

CONTACT

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We look forward to hopefully working together!