

# Strengthening Mid-Level

# Managers for Leadership



White Oak Consulting  
Purposeful. Passionate. Productive.



**M**id-level managers usually act as liaisons between groups of employees and senior leaders. They encounter a multitude of challenges in this role. They are frequently tasked with the “impossible” job of meeting their bosses’ needs with a reduced workforce, limited resources and an increasing workload. Not only do they need to successfully engage those whom they supervise, but they are also expected to fulfill the increasing demands of the organization itself.

Eighty percent of organizations believe their employees are overwhelmed with information and activity, and yet fewer than 8% have programs to deal with the issue.<sup>1</sup> This is especially true for middle managers, which is why we have created a specialized leadership program to support mid-level leaders.

White Oak Consulting strengthens the mid-level manager for leadership. We know that mid-level leaders hold companies together. To flourish, they require additional support from senior-level leaders and from all levels of management. Our programs create an opportunity for dialogue and training across the spectrum of leadership, allowing mid-level leaders to renew their passion and purpose at work and prioritize business goals.

Our programs also teach middle managers best practices in supervising and coaching those who report to them. We help these key leaders to develop the teams they manage while better aligning themselves with the goals and core values of their organization.

1. Cf. Tom Hodson, et. al., “The Overwhelmed Employee” Global Human Capital Trends 2014, Deloitte University Press, March 7, 2014.

## Program Format

The foundation of all our leadership programs is Action Learning, where participants are given an opportunity to work on a real organizational challenge while developing their leadership skills. Coupled with our Action Learning approach, we can work with you to integrate several or all of the following components into a leadership program:

- Guidance in the selection of people for the program
- Assessments of leadership through individual and team reports
- Real work and life application for each participant
- Special resources for managing others, especially tools for engaging Millennials
- Six-to-nine days of classroom instructional training
- Individual coaching and mentoring for each participant

## Features

- A customized program based on your goals and needs
- A guidebook of leadership practices, skills and tools to draw from
- A method to enable leaders to better understand their purpose and regain passion for their work
- A curriculum to understand and lead teams
- An Action Learning component that surfaces real work dynamics to foster organizational effectiveness
- Electronic templates designed for easy access when needed
- An opportunity to solve a real business problem in your organization

## Benefits

- Retain highly motivated leaders as you discover your call
- Grow in a deeper understanding and appreciation of your business and strategy
- Improve staff communication
- Exhibit increased confidence and competence in exercising leadership at all levels
- Influence the larger organizational culture, strengthen cross-functional cohesion and minimize politics

## Who Should Participate

Leaders at the middle level of your organization, e.g., department heads, office heads, business leaders and mid-level managers.

“White Oak’s Leadership Program helped me to become a more strategic, action-oriented leader. The program gave me the tools to understand and foster the right leadership qualities in myself and others.”

**Michelle Matthew,**  
**Administrator,**  
**Wynhoven Healthcare Center**



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If you are interested in finding out more about the program, please contact Paul Breaux at [pbreaux@whiteoakconsult.com](mailto:pbreaux@whiteoakconsult.com) or over the phone at +1 985-307-0094.

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