

Fenestra presents TASL (The Art and Science of Leadership)[™]
A Revolutionary Skill Development Program for New Managers

Time and time again we hear anecdotes about managers being “thrown into the fire,” with little to no training in critical management skills. Fenestra’s **TASL** provides a solution.

TASL is...

A revolutionary virtual skill development program for new managers. **TASL** provides off-the-shelf skill-development modules for new managers to learn and practice critical management skills; skills they might otherwise have to learn on the job, when performance counts.

TASL combines interactive e-learning, web-based “day in the life” simulation and role playing, and coach feedback into a powerful tool for skill-development. In each **TASL** module, new managers:

1. **Learn** about a critical skill in a self-paced, interactive **e-learning**
2. **Practice** a critical skill in highly interactive, web- and phone-based **simulation and role play**
3. **Receive feedback** on a critical skill from a trained coach in a **coaching and development-planning session**

Each **TASL** module occurs in a two and half-hour time block; Participants choose when to complete each module, resulting in considerable flexibility and little time away from work. **TASL** results in actionable, behavior-based feedback for development, which links back to the job and can be applied immediately in role.

How It Works

The **TASL** program is delivered as Software as a Service (SaaS). It is a fully web- and phone/Skype-delivered skill development program that is ready out-of-the-box, requiring little to no implementation for new clients.

- ☞ A member of the Participant’s company registers a Participant using Fenestra’s intuitive registration software
- ☞ The Participant completes the **TASL** Introductory Module, which gives a program overview and describes the **TASL** model of leadership (based on House’s Path-Goal Theory)
- ☞ The Participant accesses the E-evaluation[™] web-based platform, where he or she can review pre-program materials (a Participant self-assessment to provide coaches information about the Participant; background information about the simulated world of **TASL**)
- ☞ The Participant selects time slots in which to complete in each module
- ☞ The Participant returns to the system at the time of the selected module(s), and spends
 - 45 minutes in the interactive e-learning
 - 30 minutes in the simulation
 - 20 minutes in the role play

- 15 minutes completing a self-assessment about his/her own performance, while the coach prepares to deliver feedback based on the Participant's performance in the role play
- 30 minutes in the coaching session receiving feedback targeted at the skills taught in the e-learning
- 10 minutes reviewing the coach's additions to the Participant's development plan (template provided through the E-valuation™ site)

The Participant's Role

In each module, the Participant is placed in a new management role within a simulated organization. In each module, the Participant interacts via email and role plays with direct reports, peers, bosses, and clients. The Participant's personalized computer desktop is modeled after a traditional office environment with software that includes email, calendar, personnel records, a variety of background documents, and more.

Catalogue of Skill-development Areas

TASL currently provides the following skill-development opportunities for new managers to expand their management toolkit:

- 📁 **Building Trust and Credibility**
- 📁 **Collaboration/Networking**
- 📁 **Constructive Dialogue**
- 📁 **Delegation**
- 📁 **Setting and Executing Direction**
- 📁 **Working with a Team**

The Intended Audience

TASL Participants tend to range from individual contributors preparing for their first management role to new managers in need of skill-development during their first few years in role.

The Results

Actionable, behavior-based feedback, tied to the skill and job, in the form of:

- 📁 Coaching session with a trained skills-coach
 - Strengths and Areas for development from the role play
 - Developmental recommendations
- 📁 Coach-completed development plan including strengths, development areas, and specific developmental activities targeted at identified development areas

Technology Requirements

Fenestra's **E-valuation™** platform, which hosts **TASL**, is easy to use and does not require any plug-ins or software configurations

- 📁 Windows-based or Mac computer with Internet Explorer 6.0+, Firefox 2.0+ or Safari 1.5+
- 📁 High-speed internet connection
- 📁 Dedicated phone line (landline, cell or VoIP)

To learn more, contact us at info@fenestrainc.net