

Online courses extend Thayer’s proven learning process and leadership lessons into a virtual setting. The courses can be used to complement our onsite programs at West Point, cascade learning throughout an organization, or as a stand alone. Rich, multi-media content facilitates collective learning through cohort-based online communities that allows convenient, unrestricted access, and overcomes geographical barriers.

Through these online experiences, individuals gain exposure to the same experienced faculty who develop and lead unique courses only available **Online**.



COURSES

Leading High-Performing Teams ★

Colonel (Retired) Thomas “Tom” Magness facilitates this course for leaders of all levels to learn how to achieve critical business objectives by maximizing their team’s success. These tools and principles of leadership have the power to help teams excel. Based on his book, *Leader Business: Battle-Tested Leadership Strategies for Any Organization*, Colonel (Retired) Magness provides a proven 4-step framework with tools that ensure individuals can enhance communications, empower team members, and improve performance.



Leading with Character and Competence ★

Based on Brigadier General (Retired) Rebecca “Becky” Halstead’s book, *The First Person You Must Lead is You*, this course asks leaders to be introspective, to identify their values, and consider how – or if – their behaviors as a leader reflect their values. This course helps leaders understand and develop a leadership philosophy to guide themselves as well as communicate their leadership expectations and commitment to their teams.



Leading with Purpose ★

Also based on her book and developed by Brigadier General (Retired) Halstead, *Leading with Purpose* is built on the foundation of a leader’s values being aligned with their leadership behaviors. This course takes a strategic perspective of defining one’s leadership purpose and understanding how their leadership legacy will impact those they lead. Leaders explore the personal principles that guide their decision-making and, ultimately, effectiveness as a leader.

COURSE STRUCTURE

- 5-7 lessons spaced out across 1-2 weeks
- Approximately 45 minutes total of activities per lesson
- Activities last 3-8 minutes each
- Convenient, unrestricted access on most wi-fi enabled devices
- Lessons can be completed asynchronously
- Cohorts pace together through the course to optimize collaborative learning opportunities

CUSTOMIZATIONS *The following options can be added for a more personalized learning experience:*

- **Capstone Webinars or Workshops** with the online faculty supplement course learning
- **Capstone Keynotes** led by the online course faculty exemplify what it means to be “Leaders of Character”
- **Customized Lessons or Activities** can be added or adjusted to include organization-specific verbiage or tools
- **Custom Pacing** to better meet the needs of your team’s schedule or calendar

Thayer Online courses provide an exceptional opportunity for leaders at all organizational levels to explore the processes and personal principles that guide their decision-making and, ultimately, effectiveness as a leader.

Combining these online learning experiences with our onsite programs creates a unique **blended learning** opportunity. Including online pre- and post-work modules creates an integrated learning journey, enhancing and enriching the participant engagement with the content, their cohort, and faculty throughout their programmatic experience. The Thayer Online blended learning experience offers benefits to participants and their organization that are unmatched.



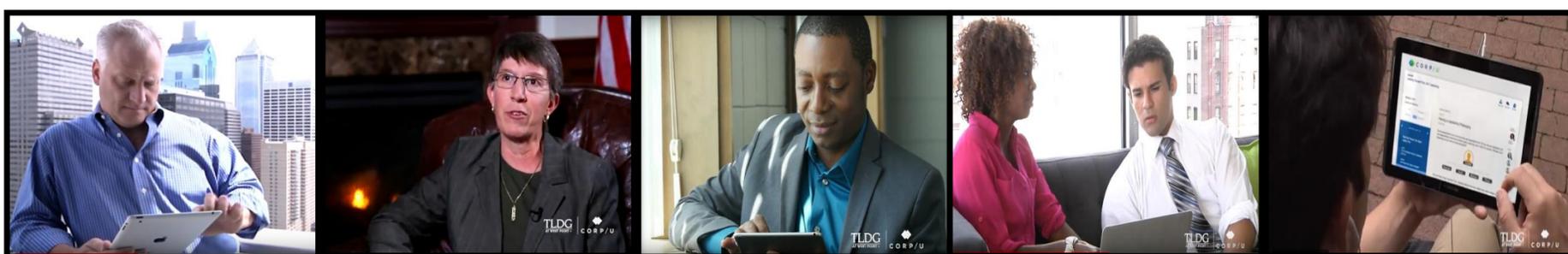
BENEFITS OF BLENDED LEARNING

Pre-Work ★

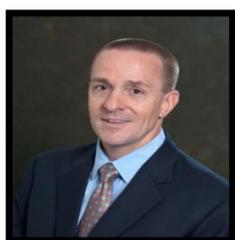
- Sets the foundation for learning and expectations for a Thayer program
- Accelerates stages of group development and team building prior to onsite program
- Allows time for contemplation of complex concepts and self-reflection prior to onsite program, enabling more time with onsite faculty for higher-order questioning and application of these tools and concepts
- Increases participation and candid feedback during onsite program

Post-Work Sustainment ★

- Offers an opportunity to capture participants' momentum from the onsite program and continue their learning journey and growth as a leader as well as a team
- Reinforces the principle of self-development as one of the key tenants of leader development
- Helps sustain the learning from the full program by re-visiting concepts periodically during "check-in" activities throughout the post-work course
- Allows participants to continue networking and growing relationships developed through the onsite program



TESTIMONIALS



The Thayer Online program that followed was a beneficial extension for our team. The program combined individual work, small team interactions and entire group sessions to create a truly blended learning environment. The material is outstanding; the combination of short videos and selected readings provide comprehensive and powerful leadership training."

~ John Haller, Vice President Global Supply, Stryker



I was impressed with how well Thayer Online was presented in small bites so that participants could maintain their homework assignments and activities. There was genuine excitement and responsiveness to the course material, which was designed for every type of leader. We were able to pull together 30 leaders from various locations within our organization to focus on their own development, which alone strengthened our team unit.

~ Courtney Long, Vice President Customer Care, Atlantic Broadband