



# RSL ONLINE TRAINING



Fast-paced and constantly changing, the retail environment doesn't always make it easy to find time for critical retail management training.

That's where **Retail Store Leadership Online Training (RSL OLT)** microlearning comes in. Based on MOHR Retail's acclaimed Retail Store Leadership workshop—the training solution leading retailers have used to develop more than 20,000 retail management and store supervisor teams—RSL OLT microlearning is a cost-effective, efficient way to provide your store managers, assistants, and other key stakeholders key leadership concepts, skills and strategies.

RSL OLT microlearning introduces the interpersonal skills retail managers need to create connections, coach, and retain associates who consistently deliver exceptional performance and memorable customer experiences.

## Your store leaders will learn how to:

- Flex between leadership roles to meet a wide range of associate and store needs
- Understand and adapt their personal communication style to be more effective in their role
- Apply a consistent set of core communication skills to every conversation
- Maximize productivity by applying a series of specific strategies to critical discussions

## 12 Microlearning Modules

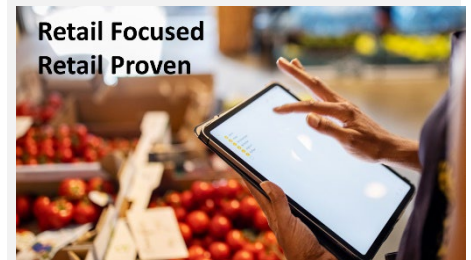
**Role of the Leader:** Includes foundational leadership concepts and skills for application to the 8 Performance Situational Modules.

- Motivational Cycle
- Leadership Roles
- DiSCover Your Style
- Communication Skills

**Setting Performance Expectations:** Learn, practice, and apply a strategy for discussing performance standards, goals, other expectations with associates.

**Improving Below Standard Performance:** Recognize the need to handle performance issues quickly and directly; apply a discussion strategy for addressing a wide range of performance problems

**Effective Floor Supervision — Coaching in Real Time:** Follow a set of Floor Supervision Guideposts to maintain awareness of entire store and direct actions; recognize and respond to critical cues that help is needed and use a skills inventory to assess coaching opportunities for each associate; use a discussion strategy for coaching on the floor.



### FEATURES:

**12 topic-focused modules** accessible via phone, tablet, and desktop.

**Everything DiSC®:** Foundation for learning, application, and change. 15- minute online survey providing powerful insights about how managers communicate and connect with others.

**Short (3-5-minute)** learning micro-bursts with daily reinforcement.

**Gamification** to engage the brain, improve retention and knowledge growth.

**Reporting app for at-a-glance progress tracking** by DMs and senior leaders.

**Leader board** to track points, compete with peers and **measure training ROI.**

**LeaderZone** app for **instant insights** into usage, growth, results.

**Administrative set-up** and support included for a successful launch.

**Higher Retention and Behavior Change**—When combine with RSL Live or virtually facilitated workshops.

## Modules *(continued)*

**Delegating to Develop:** Leaders can grow their team by strategically assigning projects that stretch their skills, giving them added authority to make better decisions. Participants learn how to assess readiness and evaluate authority levels, selecting real-life situations to practice during the session. Includes a video model.

**Getting Commitment to New Initiatives:** Many initiatives that store leaders have to communicate come from the DM, corporate, or others outside the store. Participants learn to communicate a priority or expectation and ensure associates commit to fully supporting and achieving goals. They learn strategies for communicating one-on-one and in group meetings, applying Communication Skills to create a motivated, dedicated team.

**Resolving Team Conflicts:** Store Leaders often avoid conflict, but they need to be comfortable resolving disagreements between team members to get business back on track. This strategy helps store leaders become skillful at uncovering issues, listening to both sides, and building a solution both sides own, can commit to, and will be accountable for.

**Professional Sales Coaching:** This module equips store leaders to create a proactive selling environment that encourages goal achievement. They build skills to motivate and build their salespeople's confidence and commitment to goals and learn how to identify challenging areas before failure occurs.

### Coaching and Reinforcement Webinars

**Cost:** Three 2-hour sessions or one 6-hour workshop at \$7,500 for up to 16 senior leaders per session

Three facilitator-led webinars plus microlearning to equip district and regional senior leaders to sustain learning back in the store. Provides skills and coaching guides to effectively introduce RSL OLT microlearning Core or Advanced and to reinforce and strengthen key learnings while on store visits and during one-on-one calls. Includes:

- **DiSC® online profile** for each senior leader.
- **Reporting and participant app** for at-a-glance tracking of store manager team results.
- **Administrative set-up**, reporting app instructions, and tutorial for RSL OLT microlearning and webinars.
- **Role of Senior Leader training**, including DiSC® debrief, communication skills.
- **Role of Senior Leader initial follow-up** and ongoing reinforcement strategies.



#### **Self-Directed online Learning:**

**COST:** \$350 per participant (minimum 10 participants)

Includes 12 microlearning modules, with reinforcement questions, tracking, scoring, and online gamification; DiSC® profiles; and administrative set-up and support.

#### **Hybrid Learning Solutions:**

*Highly recommended to allow practice with peers, gain feedback, resulting in behavioral change to increase adoption on the job, driving stronger results.*

**COST:** \$575 per participant (minimum 10 participants)

All the above combined with three/2-hour virtual sessions or one/6-hour onsite live facilitated practice session.

**COST:** \$775 per participant

All the above combined with four/2-hour virtual sessions or one/8-hour onsite live facilitated practice session.