The VCU Performance Management Group (PMG) offers a comprehensive range of logistical and professional development services to help individuals and organizations achieve superior results.

PMG provides a wide array of customized performance and transformative solutions. With our extensive background in the public, nonprofit, and private sectors, we assist organizations in the development of strategies and practical action plans for enhanced achievement.

### Consulting Services

**360° Feedback**
- A comparison of one’s self-evaluation with the evaluation of supervisors, peers, direct reports, and/or others.
- Audience: Managers, Leaders

**Executive Coaching**
- Personalized coaching for individuals and teams working to achieve greater effectiveness.
- Audience: Executives, Leaders

**Organizational Assessment**
- Surveys, interviews, and focus groups to gain an accurate, objective, and confidential analysis of current strengths and areas for development.
- Audience: Organizations of all sizes

**Strategic Planning**
- Design and implement custom planning processes that build understanding and buy-in and produces a plan that is understandable and truly strategic.
- Audience: Organizations of all sizes

**Business Process Analysis**
- Process mapping to look beyond functional activity and rediscovers core processes and optimal methods of service delivery.
- Audience: Organizations of all sizes

**Team Building**
- Four phases of team development to determine how to lead a working team.
- Audience: Teams of all types

**Stakeholder Engagement**
- Gather specific, targeted information to guide future organizational activities and procedures.
- Audience: Organizations of all sizes

**Cultural Competency**
- Design programs and tools to increase organizational cultural competence.
- Audience: Organizations of all sizes

**Custom Programs**
- Design and deliver programs at all levels in an organization, both online and in-person.
- Audience: Organizations of all sizes
PMG offers an integrated series of institutes that develop critical skills at the supervisory, management, and senior leadership levels. We offer competency-based curricula utilizing proven practices delivered by engaging, highly experienced professionals.

<table>
<thead>
<tr>
<th></th>
<th>FFS</th>
<th>ESI</th>
<th>SMB</th>
<th>CMI</th>
<th>VEI</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Full Name</strong></td>
<td>Fundamentals for Supervisors</td>
<td>Experienced Supervisors Institute</td>
<td>Supervisors and Managers Bootcamp</td>
<td>Commonwealth Management Institute</td>
<td>Virginia Executive Institute</td>
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<tr>
<td><strong>Focus</strong></td>
<td>Supervising others</td>
<td>Building and managing teams</td>
<td>Managing one’s performance while developing others</td>
<td>Developing one’s self leadership to better lead others</td>
<td>Developing executive leadership skills</td>
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<tr>
<td><strong>Program Length</strong></td>
<td>3 days</td>
<td>3 days</td>
<td>5 days</td>
<td>5 days</td>
<td>10 days</td>
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<tr>
<td><strong>Audience</strong></td>
<td>New supervisors or team leaders</td>
<td>Experienced managers, supervisors, and project leaders</td>
<td>New or experienced supervisors, managers, or project managers</td>
<td>Managers</td>
<td>Executives and leaders</td>
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<tr>
<td><strong>Location</strong></td>
<td>Richmond</td>
<td>Richmond</td>
<td>Richmond</td>
<td>Staunton</td>
<td>Virginia Beach, Charlottesville, Richmond</td>
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<td><strong>Cost</strong></td>
<td>$1,200</td>
<td>$1,200</td>
<td>$1,750</td>
<td>$1,950</td>
<td>$3,975</td>
</tr>
</tbody>
</table>

**Suggested Progression**

Although previous programs are not pre-requisites, if you want to fully engage in all of PMG’s programs, this is a suggested path.

- **FFS** to **ESI** 1 year later
- **ESI** to **CMI** 1+ years later
- **SMB** to **CMI** 1+ years later
- **FFS** to **ESI** OR Start
- **SMB instead of FFS and ESI**
- **CMI** to **VEI** 2+ years later
- **Start**

Start with **FFS** and proceed through the series as recommended, or consider refreshing your skills with a **SMB** before moving on to **CMI** and then **VEI**.