



# Middle Management Training Membership – 3 Months

## License Access – Requires Separate Trainer-Led Program

### What it is

The Middle Management Training Membership – 3 Months is a **license-based** access to the Improve system for managers who need rapid, focused skill development. It provides leadership and management assessments, a Personal Development Plan (PDP), and milestone tracking — but must be run **in addition to a separate trainer-led program** to ensure hands-on application and results.

### Who it is for

Department heads, functional managers, and supervisors who must deliver measurable results within a short time frame.

### What you can do

- Complete a **360° Leadership and Management Assessment**.
- Build a **PDP** with clear goals, defined actions, and milestone reviews.
- Use Improve’s dashboards to track KPI performance and document progress.

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## One-on-One Meetings & Milestone Reviews

- **Frequency:** 3 meetings, 1 hour each, every 4 weeks.
- **Purpose:**
  1. Review PDP progress.
  2. Assess KPI improvements.
  3. Adjust actions for the next period.

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## 3-Month Focus

- Address **2–3 urgent management skill gaps**.
- Improve short-term team productivity.
- Establish quick-win performance improvements.

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## Pricing – 3 Months

| Duration (months) | Ordinary License (per user/month) | Total Ordinary Price | Discounted License (per user/month) | Total Discounted Price | Personal Development Plan                                     |
|-------------------|-----------------------------------|----------------------|-------------------------------------|------------------------|---|
| 3                 | 299 NOK                           | 10,397 NOK           | 249 NOK                             | 7,200 NOK              | Includes PDP with clear goals, actions, and milestone reviews |