



# 2024 MSCI KNOWLEDGE & LEARNING

All Classes Are Also Offered as Private Company Programs

## Live Online

<a href="#">OSHA Recordkeeping</a>	Jan 29
<a href="#">Effective Inventory Management</a>	Feb 5-8
<a href="#">Customer Service and Loyalty Dev</a>	Feb 13-14
<a href="#">Skills and Strategies for Inside Sales</a>	Feb 15-16
<a href="#">Difficult Conversations</a>	Mar 13
<a href="#">Fundamentals of Metallurgy</a>	Mar 19-21
<a href="#">Intro to Outside Sales</a>	Apr 9-10
<a href="#">Finance for Managers</a>	Apr 25
<a href="#">Elevating Women in the Workforce 2</a>	May 1
<a href="#">Supervisor Training</a>	May 7 Start
<a href="#">Operations Management</a>	Jul 24
<a href="#">Fundamentals of Metallurgy</a>	Sep 10-12

## Live Online (continued)

<a href="#">Advanced Outside Sales</a>	Oct 8-9
<a href="#">Negotiation Skills</a>	Oct 16
<a href="#">Emotional Intelligence</a>	Nov 7

## On Demand

<a href="#">MetalLearn® Product Training</a>	Free to Members!
<a href="#">Manufacturing Training</a>	

## In Person

<a href="#">Strategic Metals Management</a>	Jan 22 Start
<a href="#">Battle Tested 2.0: Elevating Leaders</a>	Apr 22-24
Battle Tested Leadership Principles	May Sold Out
<a href="#">Battle Tested Leadership Principles</a>	Apr 29-May 1
<a href="#">Battle Tested Leadership Principles</a>	Sep 30-Oct 2



# MSCI KNOWLEDGE & LEARNING

All Courses Are Also Offered as Private Company Programs

## METALS SAFETY WORKSHOP SERIES

To help our member companies go beyond compliance and set the foundation for cultural change, MSCI and Amerisafe Group are delivering a [metals safety workshop series](#) that develops middle to upper managers and front-line supervisors as *safety leaders*.

This affordable, live online series brings best practices proven to transform organizations with multiple cultures and inexplicable injuries to one with consistent culture across divisions and world-class safety performance.

Through interactive, small-class-size workshops, participants will gain the knowledge and skills needed to effect lasting change in their organizations. Have employees join an open enrollment class or hold a private company program with 10-15 employees.

### Safety Workshop Series

Multiple Dates Available

Fundamentals of Safety

Safety Leadership

High Impact Observations

Physical Hazard Identification

Job Safety Briefings

Incident Investigation

# BATTLE TESTED LEADERSHIP PRINCIPLES FOR METALS EXECUTIVES



Learn how impactful leaders **inspire** their teams, **empower** others, **create** new leaders and provide **clear intent** so their teams succeed.

MSCI and Thayer Leadership proudly offer this [experiential 3-day program](#) on the grounds of the U.S. Military Academy at West Point. Learn practical exercises that spur your learning to the highest level taught by world class military leaders with battlefield and corporate experience in situations that are volatile, uncertain, complex and ambiguous. It is strongly encouraged to send a team of 6-8 or to reserve a company program of 25 or more.



This investment in your leaders will:

- **Define and protect your culture**
- **Achieve focus and alignment**
- **Create high-performing teams**
- **Establish a learning organization**



Learn game-changing lessons in this historical setting that solve today's business problems.



**Battle Tested Leadership  
Principles for Metals Executives**  
with  
Senior Advisor  
Major General Malcolm Frost  
U.S. Army, Retired

Next Open Enrollment Program  
Available for Registration:  
April 29-May 1, 2024

**Day 1**

2:30 – 3:30 PM	Kick-Off with Thayer Senior Advisor
3:30 – 5:15 PM	Historical Guided Leadership Experience
6:30 – 8:00 PM	Dinner

**Day 2**

7:30 – 8:30 AM	Breakfast
8:30 – 9:00 AM	Kick-Off with Thayer Senior Advisor
9:00 AM – 12:00 PM	Leading High Performing Teams
12:00 - 1:45 PM	Lunch and Visitor's Center
1:45 – 5:45 PM	Urban Orienteering
6:30 – 8:00 PM	Dinner

**Day 3**

6:00 - 7:00 AM	Military Style Team Physical Training
7:30 – 8:00 AM	Breakfast/Hotel Check-Out
8:00 – 11:30 AM	Building Leader Culture
11:30 AM – 12:15 PM	Lunch
12:15 – 2:15 PM	Commander's Call with Thayer Senior Advisor
2:15 PM	Departure



# BATTLE TESTED 2.0: ELEVATING LEADERS



Continue your mission to **inspire** teams, **empower** others, **create** new leaders and provide **clear intent** so teams succeed.

We welcome you back to the grounds of the U.S. Military Academy at West Point for Battle Tested 2.0: Elevating Leaders. This new program was built just for you - to reinforce lessons learned and dive into new topics. It is strongly encouraged to participate with a team of 6-8 or to reserve a company program of 25 or more.



MSCI and Thayer Leadership have developed a program to further your knowledge with the same proven approach of:

- Immersive Applied Learning
- Unparalleled Experiential Sessions
- Supportive Senior Advisor
- Inspirational and Expert Faculty





**Battle Tested 2.0:  
Elevating Leaders**  
with

Senior Advisor  
Major General Malcolm Frost  
U.S. Army, Retired

Next Open Enrollment Program  
Available for Registration:  
April 22-24, 2024

### Day 1

11:00 AM – 12:00 PM	Lunch
12:00 – 1:45 PM	Program Kick Off
1:45 - 2:00 PM	Break
2:00 – 5:00 PM	Leaving your Legacy Guided Experience
5:00 – 5:15 PM	Senior Advisor Recap and Closing
6:30 – 8:00 PM	Dinner

### Day 2

7:00 – 8:15 AM	Breakfast
8:15 – 8:30 AM	Morning Kick Off
8:30 – 11:30 AM	Applied Academic Session: Servant Leadership
11:30 AM - 1:00 PM	Lunch and Visitor's Center
1:00 – 5:00 PM	Experiential Session: Leader Reaction Course
5:00 – 5:30 PM	Battle Buddy Action Learning
6:30 – 8:30 PM	Battle Buddy Action Learning Dinner

### Day 3

6:00 - 7:00 AM	Military Style Team Physical Training
7:00 – 8:15 AM	Breakfast/Hotel Check-Out
8:15 AM – 12:15 PM	Applied Academic Session: Leading to Engage and Influence
12:30 – 2:00 PM	Working Lunch: Commander's Call and Action Planning
2:00 PM	Departure

# STRATEGIC METALS MANAGEMENT



Emerging leaders gain the **knowledge**, **skills**, and **connections** to ensure the ongoing **success** of your business.



In business, who you know may be as important as what you know. The [Strategic Metals Management](#) program gives students an exclusive opportunity to build relationships with fellow executives while learning to become high-performing leaders. Whether you're concerned about succession planning or relationship-building, there's no better way to invest in your emerging leaders. The NEW Cleveland-Cliffs case study, developed to bring industry-focused learning throughout the program, is an outstanding enhancement to the coursework.



Five week-long modules completed within a year:

- **Strategy, Organization, and Leadership**
- **Operational Excellence**
- **Sales and Marketing**
- **Investments**
- **Leadership**



The only **strategy** and **leadership** education program designed specifically **for metals** leaders.