



2025 MSCSI KNOWLEDGE & LEARNING OPEN ENROLLMENT

All Classes Are Also Offered as Private Company Programs

Live Online

<u>Effective Inventory Management</u>	Feb 3-6
<u>Customer Service & Loyalty Dev</u>	Feb 25-26
<u>Skills and Strategies for Inside Sales</u>	Feb 27-28
<u>Fundamentals of Metallurgy</u>	Mar 18-20
<u>Intro to Outside Sales</u>	Apr 8-9
<u>Supervisor Training</u>	Apr 29 Start
<u>Finance for Managers</u>	June 11
<u>Operations Management</u>	Jul 22-23
<u>Fundamentals of Metallurgy</u>	Sep 16-18
<u>Advanced Outside Sales</u>	Oct 7-8

On Demand

<u>MetalLearn® Product Training</u> Free to Members!
<u>Manufacturing Training</u>

In Person

<u>Strategic Metals Management</u>	Jan 27 Start
<u>Battle Tested Leadership Principles</u>	May 19-21
<u>Battle Tested Leadership Principles</u>	Sep 22-24



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 UpVantage Strategies are delivering a [metals safety workshop series](#) that develop 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

2025 Open Enrollment Programs
Available for Registration:
May 19 - 21, 2025
September 22 – 24, 2025

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

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 program includes the Cleveland-Cliffs case study exclusively developed to bring industry-focused learning to the program.



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.