



Each Learning & Development engagement takes place online 1:00-4:00 pm (CT) unless otherwise noted.

## Anticipated Topics

<p><b>1</b> MAY 25</p>	<p><b>Leadership Transition</b></p> <p>The Doing Dilemma: Shifting Your Perspective to Empower Your Team</p>	<p>Leaders and Doers are different, and many of the dispositions that distinguished you as a doer won't serve you well as a leader. They'll frustrate and disempower your team. This session describes the difference and shifts perspective in ways that build potency and ownership in others.</p>
<p><b>2</b> JUN 15</p>	<p><b>Conflict &amp; Difficult Conversations</b></p> <p>Preserving Relationships and Making Progress in Difficult Conversations</p>	<p>This session transforms participants' perspectives on conflict. Includes: role of conflict in top-teams, decision-making, building trust and buy-in, etc. It prepares participants to conduct difficult conversations more effectively. It introduces 3 strategic shifts to improve communication in conflict and explores a model for transforming conflict into mutual problem-solving</p>
<p><b>3</b> JUL 20</p>	<p><b>Developing Your People</b></p> <p>Developing Others &amp; Fine-Tuning Your Feedback</p>	<p>This session establishes the importance of developing others and integral role it plays in effective leadership. It identifies characteristics of effective feedback and describes practical strategies for improving developmental communication with others.</p>
<p><b>4</b> AUG 24</p>	<p><b>Giving Good Direction</b></p> <p>Navigating by the Stars: A Guide to Giving Great Direction</p>	<p>This session describes the characteristics of effective direction and its role in maximizing engagement and resilience. It provides participants with practical strategies and a model to provide clear direction more consistently.</p>
<p><b>5</b> SEP 21</p>	<p><b>Leadership Style</b></p> <p>One Size Does Not Fit All: Aligning Supervision Style for Success</p>	<p>When it comes to supervision and getting the most out of people and teams, one style does not fit all. This session describes four supervisory postures and the situations in which they are most effective. It broadens your repertoire of skills and equips you to match the right style of supervision to the right situation to maximize impact, development, and satisfaction.</p>

<p><b>6</b> OCT 19</p>	<p><b>Leading Change</b> Secrets of Spurring Change and Getting Traction</p>	<p>Have you ever wondered what's holding your team back? You've got good people and good goals but you're not moving forward. You're stuck. This session reveals the surprising culprit behind stasis and equips you to get your team moving again.</p>
<p><b>7</b> NOV 16</p>	<p><b>Leveraging Talent</b> Playing Chess, not Checkers</p>	<p>This session explores how supervising from a Strength-Based perspective can improve engagement and performance in individuals and unlock new capacity, satisfaction, and resilience in teams. (Potential integration &amp; Application of CliftonStrengths assessment.)</p>
<p><b>8</b> DEC 14</p>	<p><b>Influence &amp; Motivation</b> Carrots, Sticks, and Cattleprods</p>	<p>This crash course in influence and human motivation explores the forces that move people to action. Participants gain insight into the hidden factors influencing decisions and commitments, explore the pros and cons of the Motivation continuum, and build their repertoire of strategies for motivating others.</p>
<p><b>9</b> JAN 17</p>	<p><b>Leading the Generations</b> Old Pros, New Blood, and all the In-Between</p>	<p>Generational differences in the workplace can be a source of confusion and frustration for managers and employees alike. This session demystifies the art of leading across the generations and prepares participants to weave varied preferences and perspectives into unusually productive teams.</p>