

# Gain the knowledge and skills required to be a successful leader and build a high performing, engaged work team.

## MAHUBE-OTWA



Community  
Action  
Partnership, Inc.

*Community-Minded Client-Focused Resourceful*

MAHUBE-OTWA had a goal of reducing employee turnover, increasing retention and increasing employee satisfaction and worked with the WDS team to build a year-long training curriculum for our 150 staff with incredible results. Turnover dropped from 25 to 14 percent in the first year. Employee satisfaction increased by double digits. Our staff rave about the trainings, and the topics frequently come up in team meetings. Surveys show 99 percent of participants have seen positive changes in themselves, their colleagues or their leadership. Our employees look forward to the trainings!



Liz Kuoppala, Executive Director  
MAHUBE-OTWA Community Action Partnership

## CONTACT/QUESTIONS

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### Dana Haagenson

Instructor  
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- Engage in highly interactive, experiential activities, and debriefs that illustrate key theories and techniques.
- Practice theories and techniques using realistic, job-related examples.
- Expand your knowledge with activities assigned between sessions that focus on using covered techniques within an actual work environment.

Our leadership sessions will be held via Zoom and last only 90 minutes. Each course is \$89, which includes two sessions and all required materials. Participants are not required to take both courses but must take all sessions within a specific course.

Register online at [minnesota.edu/wds](https://minnesota.edu/wds) or contact Jamon Friendshuh.

## COACHING FOR HIGHER ENGAGEMENT AND PERFORMANCE

**\$89**

SESSION 1: Establishing Expectations  
9-10:30 a.m. Wednesday, April 21

- Define the components of strengths-based coaching
- Identify key factors in motivating employees
- Practice setting clear, collaborative and aligned expectations for performance and safety standards for yourself and your team

SESSION 2: Continual Coaching to Create Accountability  
9-10:30 a.m. Wednesday, May 12

- Learn what it means to have frequent, future oriented and focus coaching conversations
- Practice conversations that help drive performance and hold your team accountable to performance goals through achievement-oriented, fair and accurate, and development feedback

## BUILDING EFFECTIVE TEAMS

**\$89**

SESSION 1: Motivating Teams  
9-10:30 a.m. Wednesday, May 19

- Identify the elements of a team, focusing on building a positive culture within the team
- Discuss techniques for building and maintaining trust, collaboration and connection among team members

SESSION 2: Inclusive Work Teams  
9-10:30 a.m. Wednesday, June 2

- Gain awareness of and respect for the multiple dimensions of diversity in the workplace
- Assess individual awareness and perception of diversity
- Understand the effect of commonly held perceptions and biases on trust, respect, and employee engagement

LEARN more. EARN more.  
[minnesota.edu/wds](https://minnesota.edu/wds)



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