

FOLLOWER

LEADER



BE A SUCCESSFUL LEADER

Gain the knowledge and skills required to be a **SUCCESSFUL LEADER** and build a high performing, engaged work team.

- 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 2 hours. Each course is \$99, which includes two sessions and all required materials. Participants are not required to take all four courses but must take all sessions within a specific course.

Register online at minnesota.edu/wds or contact Sheila Jesness at 218.846.3763 or sheila.jesness@minnesota.edu.

MAHUBE-OTWA

M Community Action Partnership, Inc.

CommunityMinded ClientFocused 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*

LEARN more. **EARN** more.
minnesota.edu/wds

Workforce Development Solutions

A member of the Northwest Minnesota Workforce Development Solutions

YOU'RE ONLY A LEADER IF OTHERS FOLLOW

LEAD WITH YOUR STRENGTHS

SESSION 1: The Needs of Followers
Noon-2 pm Friday, September 12

- Identify the roles you play as a leader
- Understand three keys to increasing effectiveness as a leader
- Analyze the key needs of followers – trust, compassion, stability and hope

SESSION 2: Lead with Your Strengths
Noon-2 pm Friday, September 26

(Participants will complete Clifton Strengths assessment between Sessions 1 and 2)

- Recognize the role of talents and strengths in effective leadership and high-performing, engaged teams
- Examine your unique talents and strengths as a leader and develop strategies for building on those strengths and managing “glare factors”

\$99

BUILDING TRUST THROUGH COMMUNICATION AND CONFLICT

BASED ON *CRUCIAL
CONVERSATIONS*®

SESSION 1: Staying in Dialogue
Noon-2 pm Monday, October 3

- Understand the importance of staying in dialogue when conversations are emotional and high-stakes and involve opposing opinions
- Learn to prepare for a difficult conversation by working on yourself first
- Identify common distractors that derail dialogue and apply techniques for refocusing a conversation
- Learn to identify and react when verbal or emotional safety is at risk in a conversation

SESSION 2: From Dialogue to Action
Noon-2 pm Monday, October 17

Learn to stay in dialogue when you or others become emotional

- Learn to “look at” and analyze your reaction to difficult messages and to listen actively to others in order to move dialogue forward
- Practice techniques for speaking persuasively, not abrasively

\$99

COACHING FOR HIGHER ENGAGEMENT AND PERFORMANCE

SESSION 1: Establishing Expectations
10 am-noon Wednesday, November 2

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
10 am-noon Wednesday, November 16

- 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

\$99

BUILDING EFFECTIVE TEAMS

SESSION 1: Motivating Teams
10 am-noon Wednesday, November 30

- 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
10 am-noon Wednesday, December 14

- 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

\$99

LEADERSHIP DEVELOPMENT OFFERINGS

The leadership development offerings are appropriate for individuals with any level of experience who are looking to build or sharpen their leadership skills. The sessions in this series are geared toward those who provide direct leadership to others in either a project, functional or supervisory capacity.

CONTACT/QUESTIONS

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