LEADERSHIP COURSE OFFERINGS

TABLE OF CONTENTS

LEADERSHIP CHALLENGE PROGRAM B

COURSE OVERVIEW

LCP B is targeted to assist newly appointed federal employees acclimate as leaders into the government workforce. LCP B provides a solid foundation, common language, and expectations to build a solid and sustaining workforce.

This program is 1 1/2-days in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

LCP B is intended for emerging leaders towards the beginning of their government career.

OBJECTIVES

• Develop an awareness of individual leadership strengths, weaknesses, preferences, styles, and behaviors.
• Introduce the concept of "diversity of thought".
• Identify traits of effective followership.
• Explain a strengths-based approach to successful career planning.
• Experience leadership styles in a work group activity.
• Identify acceptable behavioral "norms" for the workplace.

SELF-AWARENESS ASSESSMENTS

• 4 Lenses Temperament Indicator
• Strengths Finder Top Five Assessment (Gallup)

LCP B+ OPTION

Coaching is a highly effective method to translate learning into meaningful action. The LCP Plus option allows each participant to benefit from one-on-one, confidential coaching sessions with an accredited coach and transfer learning from the program into actionable goals. Participants complete a Coaching Action Worksheet based off the reflections from each module and connect virtually with the coach for meaningful exchanges enhancing their growth along the leadership journey.

1 hour coaching session per participant; 1 - 1 hour or 2 - 30 minute sessions

JST

LEADERSHIP CHALLENGE PROGRAM I

COURSE OVERVIEW

The LCP I specifically focuses on six factors necessary for effective mid-level leadership today: emotional intelligence, personality preferences, interpersonal relationships, change, conflict and leading across generations. This program utilizes facilitated discussion, experiential learning and self-reflection using of a variety of psychological instrument results to reveal the individual's approach to leadership challenges today.

This program is 2 - 2 1/2 days in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

LCP I is targeted for emerging leaders likely leading and influencing small teams and individuals in "the middle".

OBJECTIVES

- Identify individual leadership strengths, weaknesses, preferences, styles, and behaviors.
- Understand and apply "diversity of thought".
- Predict how Emotional Intelligence influences individual and team behavior.
- Experience leadership styles in problem solving team activities.
- Identify strategies to maximize a multi-generational workforce.
- Develop a personal action plan to execute enhanced leadership behavior.

SELF-AWARENESS ASSESSMENTS

- Myers-Briggs Type Indicator (MBTI)
- Change Style Indicator (CSI)
- Fundamental Interpersonal Relations Orientation –Behavior (FIRO-B)
- Thomas-Kilmann Conflict Model (TKI)

LCP I+ OPTION

Coaching is a highly effective method to translate learning into meaningful action. The LCP Plus option allows each participant to benefit from one-on-one, confidential coaching sessions with an accredited coach and transfer learning from the program into actionable goals. Participants complete a Coaching Action Worksheet based off the reflections from each module and connect virtually with the coach for meaningful exchanges enhancing their growth along the leadership journey.

1 hour coaching session per participant; 1 - 1 hour or 2 - 30 minute sessions

LEADERSHIP CHALLENGE PROGRAM II

COURSE OVERVIEW

LCP II specifically focuses on six factors necessary for effective mid-to-senior level leadership today: emotional intelligence, personality traits, team roles, 360 feedback, decision making and leadership presence. This program utilizes facilitated discussion, experiential learning and self-reflection using a variety of psychological instrument results to reveal the individual's approach to leadership challenges today. Key to LCP II is a comprehensive, 360° leadership assessment requiring feedback from key stakeholders of each participant.

This program is 2 1/2 days in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

LCP II is designed for experienced mid-to-senior level leaders who maximize talent to create high performing teams and are increasing their scope of responsibility.

OBJECTIVES

- Enhance awareness of leadership strengths, weaknesses, preferences, styles, and behaviors.
- Embrace "diversity of thought" to maximize diversity of team effectiveness.
- Explain the strengths and potential challenges of nine team roles.
- Identify how personality traits influence leadership and team behavior.
- Using 360 feedback, differentiate self-perception from superiors, peers, and subordinate feedback.
- Select a decision style appropriate to a given situation.
- Predict the importance of leadership presence.

SELF-AWARENESS ASSESSMENTS

- Workplace Big 5 Profile
- Belbin Team Profile
- Campbell Leadership Index (CLI) 360
- Influence Style Indicator (ISI)

LCP II+ OPTION

Coaching is a highly effective method to translate learning into meaningful action. The LCP Plus option allows each participant to benefit from one-on-one, confidential coaching sessions with an accredited coach and transfer learning from the program into actionable goals. Participants complete a Coaching Action Worksheet based off the reflections from each module and connect virtually with the coach for meaningful exchanges enhancing their growth along the leadership journey.

2 – 1 hour coaching sessions per participant; 2 - 1 hour or 4 - 30 minute sessions

JST

LEADERSHIP CHALLENGE PROGRAM III

COURSE OVERVIEW

LCP III is an opportunity for further sequential development of senior leadership skill sets. The goal is to provide focus on mentoring, coaching, and feedback and assess influence and work engagement profiles. Greater participant engagement is employed, including specific goal setting, creation of development plans, and a comparison of improvements made in their leadership effectiveness through the Campbell Leadership Index (360°).

This program is 2 1/2 days in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

LCP III is targeted for mid-to-senior level leaders who coach and develop others within the organization. Attending LCP-II one-year prior is optimal, but is not mandatory.

OBJECTIVES

* Reinvigorate past participants with analysis of results from Campbell Leadership Index (360°).
* Measure individual level of work engagement and intrinsic motivators.
* Understand an individual's preferred style as they influence others.
* Improve the ability to connect with others using a variety of influencing styles.
* Successfully practice delivering effective performance feedback.
* Apply the constructs of an effective coaching session.
* Assess coaching strengths and developmental needs.
* Set specific and measurable leadership goals.

SELF-AWARENESS ASSESSMENTS

* Pearman Personality Integrator
* Campbell Leadership Index (CLI) 360
* Conflict Dynamic Profile (CDP)
* Coaching Behavior Inventory (CBI)

LCP III+ OPTION

Coaching is a highly effective method to translate learning into meaningful action. The LCP Plus option allows each participant to benefit from one-on-one, confidential coaching sessions with an accredited coach and transfer learning from the program into actionable goals. Participants complete a Coaching Action Worksheet based off the reflections from each module and connect virtually with the coach for meaningful exchanges enhancing their growth along the leadership journey.

2 – 1 hour coaching sessions per participant; 2 - 1 hour or 4 - 30 minute sessions

LCP IV: LEADING THE INSTITUTION

COURSE OVERVIEW

Let's face it - the higher you rise in the organization, the more difficult it becomes for you to get candid opinions about your leadership effectiveness. No doubt, the leadership, cultural and political challenges faced by senior leaders today differ greatly from any other military position or role. A broad hierarchal developmental approach is helpful, yet often misses a personalized perspective designed to address specific and unique leadership issues our top leaders face today.

The Leadership Challenge Program IV allows senior leaders to confidentially reflect on their current leadership style, dissect their effectiveness, and examine how to proceed in their current and future positions. To honor your time, we offer this program in a four-hour session with one-on-one follow on executive coaching sessions with experienced senior executive leaders.

Each participant will receive The Benchmarks for Executives, a 360-degree assessment tool designed to address the specific leadership issues of top-level executives and The Leadership Compass, a powerful digital tool allowing leaders to transition immediately from reviewing insights to making positive changes in the areas most relevant.

This program is 1-day in length and can accommodate up to 10 participants.

WHO SHOULD ATTEND

LCP IV intended for senior leaders (E9, Col - SES). Two Executive Coaching sessions follow the program.

OBJECTIVES

- Provide top-level executives with feedback on specific, critical leadership skills, and potential derailers.
- Assess attributes to lead the institution, lead others and lead by personal example.
- Confidential comparison of individual results to that of other senior leaders.
- A proven data-driven process provides feedback-based individual development.
- Enhance the development process by setting goals and creating actionable plans with an executive coach.

SELF-AWARENESS ASSESSMENTS

- Benchmarks 360
- Compass Coaching Tracker

JST

ASPIRING LEADER DEVELOPMENT PROGRAM

COURSE OVERVIEW

The Aspiring Leader Development Program (ALDP) specifically focuses on developing leaders to become more effective in areas such as: emotional intelligence, personality preferences, interpersonal relationships, change, conflict, leading across generations, team roles, 360 feedback, decision making, engagement, and energy management. This program utilizes facilitated discussion, experiential learning, current senior leaders from your organization sharing their thoughts, multiple activities and challenges, one on one feedback, self-reflection, and an end of course capstone exercise. It uses a variety of psychological instrument results to reveal the individual's approach to leadership challenges today.

The program consists of three 1-week sessions spread out over 6 months to encourage application of learning over time. It can accommodate up to 30 participants.
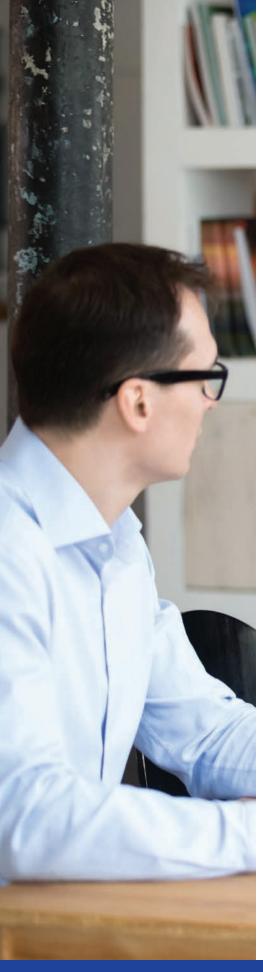
WHO SHOULD ATTEND

The ALDP is intended for emerging leaders seeking to build the skills and confidence they need for future career opportunities.

OBJECTIVES

- Become aware of personality preferences and leadership styles through practice and exercises and assessment tools
- Learn how to work in a team to achieve a common goal using various tools and assessments
- Utilize assessment results to identify strategies, encourage team building, enhance communications, identify solutions to problems, manage stress levels, and work more cohesively in the best interest of the organization as a whole

SELF-AWARENESS ASSESSMENTS

- Myers-Briggs Type Indicator (MBTI)
- Change Style Indicator (CSI)
- Campbell Leadership Index 360 (CLI)
- Decision Style Profile (DSP)
- Fundamental Interpersonal Relations Orientation –Behavior (FIRO-B)
- Thomas-Kilmann Conflict Model (TKI)
- Influence Style Indicator (ISI)

INDIVIDUAL COACHING

COURSE OVERVIEW

Individual Coaching provides each participant with a comprehensive 360-degree feedback report to identify both leadership strengths and development opportunities for further reflection and goal setting to be utilized in one-on-one follow on coaching sessions. Research shows that by collecting feedback from a variety of perspectives, especially peers and direct reports, individuals can understand how they're seen from all points of view. Leaders can then use this knowledge to assess the extent to which they actually exhibit exemplary leadership behaviors. 360-degree assessments are powerful tools for learning and, most importantly, development. By understanding leaders' current effectiveness, as well as their potential, this sets the stage for organizational success. By integrating 360 assessments into a follow-on coaching session helps identify what's most important in order to follow through and attain their strategic goals. The correct implementation of a 360 assessment with one-on-one leadership coaching improves an organization's performance, strengthens its existing talent, and enhances its talent pipeline.

WHO SHOULD ATTEND

Individual Coaching is for any leader looking to identify both leadership strengths and development opportunities for further reflection and goal setting to be utilized in one-on-one follow on coaching sessions.

OBJECTIVES

- Comprehend 5 Orientations and 22 Subscales of measurable leadership traits used in 360-degree feedback.
- Analyze the 360-degree feedback from superiors, peers and subordinates and compare to self-perception.
- Differentiate between rater groups leadership behavior requiring additional focus.
- Identify 2 – 3 measurable objectives steps toward enhanced leadership performance.
- Engage with two follow on leadership coaching sessions with an accredited coach.

SELF-AWARENESS ASSESSMENT

Campbell Leadership Index (CLI) – The Campbell Leadership Index is a robust 360° leadership feedback tool that helps measure personal characteristics that are directly related to the nature and demands of leadership. Developed by renowned psychologist, Dr. David Campbell, the CLI survey can be used for individual development and coaching or as part of organization-wide efforts to assess and benchmark leadership talent as a collective resource.

JST

LEADING IN THE VIRTUAL ENVIRONMENT

COURSE OVERVIEW

The continued shift to more virtual or blended workforces in 2022 and beyond requires different talents, techniques, and attentive listening skills. Your image, your leadership presence, is inherent of the impressions you make on the team, and now more eyes and ears are on you. Your effectiveness as a leader is tied to how you adjust and flex to gain the trust and effectiveness of your team. Your ability to project a positive live presence in the virtual workforce and maintain it in employees still in the office, can be either an asset or a liability as you engage in the tasks and roles of leadership. A leader must project an image that conveys confidence and authenticity.

This program utilizes facilitated discussion, experiential learning and self-reflection using case studies, small and large group discussions, role playing, and one psychological instrument results to reveal the individual's approach to leadership challenges in today's blended virtual and brick and mortar workplaces.

This session is 1-day in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

The Leading in the Virtual Environment is intended for all levels of leadership.

OBJECTIVES

- Identify techniques to be seen as knowledgeable, confident, passionate, sincere and credible in today's virtual workplace.
- Determine the value of using inclusive language to inspire and draw on shared effort and interest.
- Characterize how to adapt to change and approach challenges optimistically to motivate others and show confidence in outcomes.
- Utilize body language to demonstrate composure in a leadership role.
- Analyze and demonstrate the virtual setup to include, lighting, sound, voice projection, and general setup.
- Appreciate the importance of team feedback and gain some practical techniques to effectively facilitate team feedback in the virtual workplace.
- Deepen self-awareness, genuineness, and trust with your virtual audience.
- Appreciate the importance of respect and unity in the virtual workplace for people of all ages and how that can specifically impact organizational effectiveness.
- Identify practical ways to apply best practices in the virtual environment.

SELF-AWARENESS ASSESSMENT

- Change Style Indicator (CSI)

WOMEN IN LEADERSHIP

COURSE OVERVIEW

"Kick some glass" and shatter your limitations! Research and analysis have proven that men and women are equally capable of effective leadership but are strikingly different in how they promote their unique strengths and talents. Organizations that have both gender diversity and who develop leaders with the skills to incorporate differences see a noticeable improvement in performance, retention, innovation, and overall mission accomplishment.

Our Women in Leadership course is designed to equip women with the skills and empowerment needed to have greater impact and broader influence within their organizations. While there is no one formula for being an effective leader – leading as a woman today can be additionally complicated by the infamous glass ceiling, gender biases, role misperceptions, and organizational missteps. We explore leadership behavior, mindsets and practices to empower participants to lead forward with emotional intelligence, authenticity, and confidence.

WHO SHOULD ATTEND

Our Women in Leadership course is customized to your organizational culture and targets leaders at the following leadership levels in a 90 minute, 1-day, or 2-day format.
- Mid-Level Emerging Leaders
- Senior-Level High Potential Leaders

OBJECTIVES
- Gain clarity on how others perceive you as a leader
- Identify potential derailers, unconscious bias or perceptions women leaders face today
- Identify behaviors to align and support personal leadership brands and career direction
- Predict how Emotional Intelligence impacts relationships and decision-making
- Exert greater influence through analysis of individual style & behavior
- Build & leverage strategic networks to engage authentically.
- Identify strategies to maximize the contributions of a gender diverse workforce
- Discuss personal experiences and apply concepts through peer feedback
- Develop a personal action plan to execute enhanced leadership behavior

SELF-AWARENESS ASSESSMENT
- Hogan Development Survey (HDS)

LEADERSHIP COACHING PLUS OPTION

Coaching is a highly effective method to translate learning into meaningful action. The Plus option allows each participant to benefit from one-on-one, confidential coaching sessions with an accredited coach and transfer learning from the program into actionable goals. Participants complete a Coaching Action Worksheet based off the reflections from each module and connect virtually with the coach for meaningful exchanges enhancing their growth along the leadership journey.

1 hour coaching session per participant; 1 - 1 hour or 2 - 30 minute sessions

JST

ENGAGEMENT AND INFLUENCE

COURSE OVERVIEW

This two-day interactive program will provide insight into the common factors and leadership behaviors that drive employee engagement. Participants will measure and examine their own level of personal engagement, identify intrinsic and extrinsic factors that influence and promote positive engagement and energy for themselves, their team, and organization. Additionally, participants assess their overall levels of Emotional Intelligence based on validated research of 16 elements that promote high levels of performance and overall well-being.

This program is 2-days in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

Engagement and Influence is intended for GS-09 through GS-15 (or any leader who wishes to enhance their overall level of engagement).

OBJECTIVES

- Identify and evaluate 12 leadership behaviors that influence employee engagement.
- Predict how intrinsic & extrinsic motivators promote workplace engagement.
- Create a personal engagement plan to promote intrinsic levels of engagement.
- Identify micro initiatives to increase overall energy and leadership resilience.
- Assess 16 elements of Emotional Intelligence and level of overall well being.
- Explain how Emotional Intelligence influences leadership effectiveness and engagement.
- Identify three personal qualities that are instrumental for predicting how resilient an individual will be.

SELF-AWARENESS ASSESSMENTS

- Emotional Quotient 2.0 Workplace (EQi-2.0)
- Hardiness Resiliency Gauge

RECRUITMENT STRATEGIES AND INTERVIEWING SKILLS

COURSE OVERVIEW

This program provides an understanding and steps to implement effective talent management to create an environment for success in any organization. Participants will gain insight into accountability, leveraging diversity of thought, how to best develop others and the art of mentoring and succession planning.

This program is 2-days in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

Recruitment Strategies and Interviewing Skills is intended for Senior level leaders who wish to more effectively manage and develop the talent on a team. Participation in an LCP is not mandatory, but helpful.

OBJECTIVES

- Identify the critical competencies needed to successfully perform your job and the jobs assigned to your team members.
- Recognize that bias exists on many levels and can be minimized with proper understanding and training.
- Utilize the unique skills and talents that each member brings to the team, gaining maximum leverage from diversity.
- Assess and identify ways to increase the emotional intelligence competence of your team.
- Understand the relationship of trust to talent development and identify practical ways to build trust in a work environment.
- Promote team cohesion through tangible opportunities that exist in every day workplace activities.
- Appreciate the importance of team feedback and gain some practical techniques to effectively facilitate team feedback.
- Identify your personal strengths and developmental areas in terms of developing the talents of others.
- Develop a personal action plan to enhance your ability to develop the talents of others.

SELF-AWARENESS ASSESSMENTS

- California Psychological Inventory 260 Client Report
- California Psychological Inventory 260 Coaching Report

JST

LEADING ACROSS GENERATIONS

COURSE OVERVIEW

Competitive advantage occurs when the strengths of different generations converge. The increasing costs associated with tactic knowledge loss and unnecessary turnover keeps this conversation at the top of the leadership focus list. Unfortunately, most Generational Diversity conversations fall short by continuing to focus on common conflict or on Millennials as the problem. The Generational discussion is not about blaming or deciding who is right or wrong…it's about maximizing the contributions and unique skills of everyone on your team and knowing what makes a generation tick. This high-engagement seminar is designed to focus on exploring effective approaches to communicate productively across generational gaps and incorporating the unique work styles of each generation to create a balanced and productive workplace. Participants will walk away with the tools to identify disconnects in the workplace as well as the generational understanding to problem-solve through them.

This program is 1-day in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

Leading Across Generations is intended for all levels of leadership.

OBJECTIVES

- Appreciate how to combat stereotypes while promoting effective communication and interpersonal skills.
- Embrace an updated generational lens to understand what life experiences, values, or expectations have shaped a generation's perspective, motivational differences and problem solving approaches.
- Enhance your ability to diagnose and address the Generational Clash Points in organizations while using hard-hitting tools to maximize the talents of everyone on your team.
- Learn how to create knowledge sharing relationships to capture tactic knowledge of experienced workforce and promote generationally conscious communication that sets new employees up for success.
- Utilize highly-effective techniques, strategies and actionable tips to bridge motivational differences to reduce costly workplace conflict and unnecessary turnover.
- Gain appreciation for how to enhance cross-generational conversations to foster innovation while appreciating existing organizational structures to implement long-term sustainable change.
- Appreciate the importance of respect and unity in the workplace for people of all ages and how that can specifically impact organizational effectiveness.
- Walk away with industry leading solutions, references and resources to continue to apply proven techniques learned in the workshop.

COMMUNICATING EFFECTIVELY

COURSE OVERVIEW

The focus of this course is to offer junior level employees and new supervisors a long-term value-added development opportunity in becoming more effective communicators to lead, manage, and supervise others and work collaboratively as a team within the organizational structure.

Our philosophy is based on the concept that increased Self Awareness, at all of the levels of leadership is essential to communicating effectively in our complex world. We utilize a personalized and collaborative method of facilitation using research based materials, real-world experienced facilitators and valid / reliable leadership assessments focused on leadership challenges found at all levels of leadership.

This program is 1-day in length and can accommodate up to 30 participants.
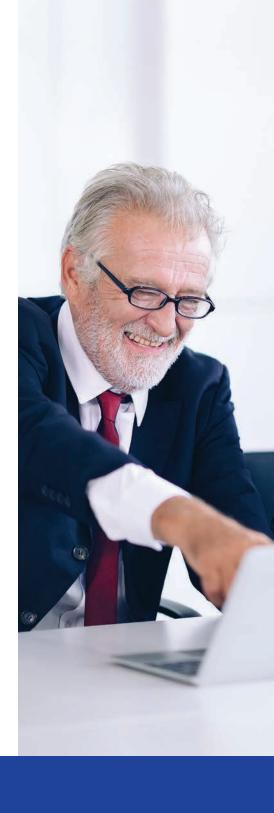
WHO SHOULD ATTEND

Communicating Effectively is intended for junior level leaders (GS-09-GS-13).

OBJECTIVES

- Identify individual preferred styles in communicating.
- Discuss and identify context to communicate within their organizational culture.
- Identify strategies to leverage the diverse perspectives of others for effective communication.
- Identify common breakdowns in communication within their organization.
- Utilize tools for constructive and crucial communication with others.
- Use empathy and assertiveness appropriately while communicating.
- Differentiate between hearing and empathetic listening.
- Apply communication practices for effective communication.
- Identify leadership attributes aligned to effective communication.
- Identify development goal(s) and strategies for future application.

SELF-AWARENESS ASSESSMENT

- Myers-Briggs Type Indicator Communication Report

JST

LEADING THROUGH DIVERSE & INCLUSIVE TEAMS

COURSE OVERVIEW

Leading through Diverse and Inclusive Teams is a comprehensive process of enhancing the individual's Self-Awareness to Lead through Diverse and Inclusive teams. Topics will include Functional Diversity, Inclusiveness, Unconscious Biases and Self-Awareness in the workplace. This course uses a hybrid methodology of facilitated discussions, assessment based and experiential learning with alignment towards national and state strategy and mission. Participants will focus on its flexible and adaptable process to analyze the functional diversity workplace challenges that can hinder organizational effectiveness.

Participants collectively address unique functional diversity and inclusion issues in their organization with tactics and techniques to remove barriers and span boundaries for continued success long after the completion of the program.

Specifically, group discussions are targeted to address challenges and opportunities associated with functional diversity and inclusion with the work environment.

This program is 1-day in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

Leading Through Diverse and Inclusive Teams is intended for all levels of leadership.
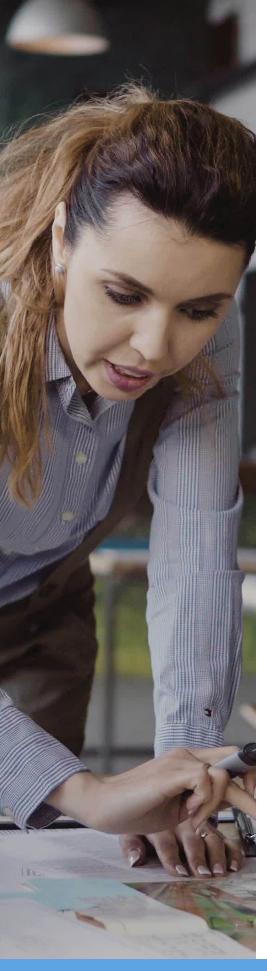
OBJECTIVES

- Working through the Self-Awareness boundaries that exist in organizations.
- Differentiate between Cognitive, Functional, Structural & Global Diversity.
- Explain the evolution of diversity in the workplace from compliance to collaboration.
- Learn approaches to diversity and inclusivity strengths of leaders in blended/merged teams.
- Recognize the Paradox of Diversity issues and a better understanding of others, working towards a progressive resolution.

SELF-AWARENESS ASSESSMENT

Customizable and dependent on specific objective of the program

JST

MOTIVATING & TEAM BUILDING

COURSE OVERVIEW

Great teams are energizing and productive, delivering breakthrough results. In an effective team, everyone understands how to contribute and is motivated to go above and beyond. This course focuses on techniques to build great teams and create successful team dynamics through a variety of hands-on activities and lively discussions.

This program is 2 1/2 days in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

Motivating and Team Building is intended for all levels of leadership.

OBJECTIVES

- Deepen individual self-awareness and the relationship of it to leading teams.
- Increase understanding and how to learn to leverage emotional intelligence and diversity to improve and strengthen teams.
- Show how to leverage both conflict and generational differences in the workplace to create more highly effective teams.
- Further deepen individual self-awareness and how personality type and behavior influence others.
- Increase understanding and how to learn to leverage the power of personal influence to improve and strengthen teams.
- Show how to leverage constant change and organizational and other hurdles and boundaries in the workplace to create more highly effective teams.

SELF-AWARENESS ASSESSMENTS

- DiSC Personality Assessment
- 5 Dysfunctions of a Team Assessment

JST

ENERGY MANAGEMENT AND RESILIENCY IN THE WORKPLACE

COURSE OVERVIEW

The Energy Management and Resiliency in the Workplace program focuses on challenging the common belief that stress is a normal part of our lives and merely something we have to live with. This unique evidence-based program presents a simple 4-step strategy for enhancing resilience based on enabling choice and empowerment. To build resilience we often have to unlearn bad habits and learn good ones to allow ourselves to become truly resilient. Through self-reflection and application, we can develop a greater ability to differentiate between pressure and stress, build hardiness, and enhance emotional intelligence to more effectively perform in unique work environments and complex missions.

Through dynamic presentation, facilitated discussion, experiential activity and role play - participants will gain a deeper understanding and personal and team actionable steps to apply immediately into their workplace.

This program is 2 days in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

Energy Management and Resiliency in the Workplace is intended for all levels of leadership.

OBJECTIVES

- Differentiate between pressure and stress.
- Explain how rumination adds to stress.
- Apply a simple 4-step strategy for enhancing personal resilience.
- Assess elements of Emotional Intelligence to predict personal tendencies of EI and overall well-being and performance.
- Identify and manage emotional behaviors that impact work-based relationships and situations.
- Recognize stress as a complex set of emotional and physical responses that can have positive and/or limiting results.
- Practice proactive stress-management techniques to stay emotionally well balanced.
- Develop strategies to embrace change, deal with uncertainty and increase their sense of purpose.

SELF-AWARENESS ASSESSMENTS

- Hardiness Resiliency Gauge (HRG)
- Emotional Quotient 2.0 Workplace (EQi-2.0)

DEVELOPING YOUR CONFLICT COMPETENCE

COURSE OVERVIEW

Conflict is an inevitable part of life yet something we are naturally reluctant to deal with. Research indicates that managing conflict is one of the most common development needs of leaders and managers today. This finding isn't surprising given how pervasive conflict is and how detrimental unresolved conflict can be for individuals, teams, and organizations.

Developing individual conflict competence is possible and involves cognitive, emotional and behavior skills to allow you to engage conflict constructively. Changing established beliefs and patterns of behaviors can be difficult yet actually leads to positive results depending how it is handled. Enhancing self-awareness is crucial to effective conflict resolution as individuals benefit from a clear understanding of not only their own habits, needs, and values, but also the impact they are having on the people around them.

This session is 2-days in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

Developing Your Conflict Competence is intended for all levels of leadership.

OBJECTIVES

- Describe the inevitability of conflict due to differing perspectives, opinions, and motives.
- Increase creativity and productivity by cultivating the positive aspects of conflict.
- Identify the cost of unresolved personal & organizational conflict.
- Practice conflict management skills with a 10-step method for resolving conflict.
- Assess personal preferences and "triggers" for approaching conflict.
- Predict how different values contribute to conflict.
- Identify personal & team strategies to constructively manage conflict.
- Examine the barriers and bridges to effective conflict resolution.
- Learn how to build a climate of trust and cooperation among coworkers.
- Gain insights for managing emotions in tense situations.
- Develop and actionable plan to immediately address a personal or organizational conflict.

SELF-AWARENESS ASSESSMENTS

- Thomas Kilmann Conflict Model (TKI)
- Conflict Dynamic Profile (CDP)

JST

DEVELOPING LEADERSHIP PRESENCE

COURSE OVERVIEW

Your image, or leadership presence, is the concept that others form about you as a result of the impressions you make on them. Your effectiveness as a leader is tied to your presence. Your ability to project a positive leadership presence in the eyes of employees, customers, and the general public is closely related to your ability to do your job well. Your presence can be either an asset or a liability as you engage in the tasks and roles of leadership. A leader must project an image that conveys confidence and authenticity.

The first step in refining your executive presence is to gain awareness of your current executive presence and its limits. To achieve your desired leadership image, consider techniques to help you address content, as well as verbal and nonverbal behaviors.

This session is 1-day in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

Developing Leadership Presence is intended for all levels of leadership.

OBJECTIVES

- Identify techniques to be seen as knowledgeable, confident, passionate, sincere and credible.
- Practice clarity of message and vocal variety for pleasant and appropriate speech pattern.
- Explain the value of using inclusive language to inspire and draw on shared effort and interest.
- Explain how to optimistically use challenges to motivate others and show confidence in outcomes.
- Effectively use body language to show calm and comfortable in a leadership role.
- Practice authenticity and genuineness through personal warmth and smile.

SELF-AWARENESS ASSESSMENT

CPI 260 – The CPI 260 personality assessment provides a distinctive view of people in a leadership role. Using a sophisticated technique to extract detailed insights about someone's personality, it is able to summarize how other people would see that person, and how others would judge their leadership style and presence.

CRITICAL THINKING

COURSE OVERVIEW

The ability to think critically is a key element of effective leadership. A team cannot be considered high performing if the team members are not each adept at recognizing and appropriately challenging assumptions of their own, of others, and of the organization for accuracy and relevance.

Based in theory, the course blends practical applications and role-play scenarios to create a thought-provoking, insightful experience. Concepts such as "fact vs. opinion" and "parallel thinking vs. point/counterpoint thinking" are explored in terms of how they affect individuals and team cohesion. Decision making processes, to include an examination of personal biases, challenge the status quo and push participants to think outside the box. After an in-depth exploration of Dr. Edward De Bono's "Six Thinking Hats" theory, participants undertake several team-based case studies to test their understanding of the concept and to push their ability to listen fully, share openly, and expand horizons.

This program is 1-day in length and can accommodate up to 30 participants.

WHO SHOULD ATTEND

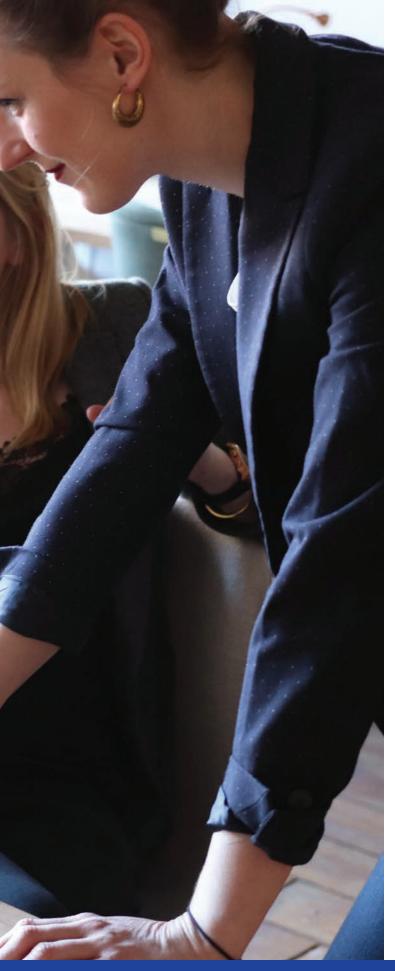Critical Thinking is intended for all levels of leadership.

OBJECTIVES

- Understand what critical thinking is and why it is an essential skill for a leader to have in their toolbox.
- Identify potential barriers that may inhibit the critical thinking process in the workplace.
- Enhance leadership skills such as problem solving, parallel thinking, and active listening.
- Develop conceptual fluency in the application of Dr. De Bono's "Six Thinking Hats" model.
- Identify real life workplace issues where critical thinking should be utilized.

JST

TAILORED PROGRAM OPTION

COURSE OVERVIEW

Our Leadership Challenge Programs have consistently hit the mark for organizations with proven and consistent positive Return on Investment over time. We also offer customized "tailored" offerings targeting specific organizational objectives identified by you – our customer to better accomplish any organization's mission. The foremost goal is to engage practices, throughout all levels and arenas of an organization, to positively affect and sustain performance and promote a fortified culture readied for future opportunities.

In any case, be it our signature Leadership Challenge Programs, our special class offerings, our coaching services or tailored program option, JST is ready now to serve you and your organization.

FOCUSED EXPRESS SESSIONS

The following is a list of our non-assessment Focused Express Sessions that have been adapted from our full length programs. Sessions are intended for all levels of leadership and can be presented live or virtually, accommodating up to 40 participants. Through dynamic presentation, facilitated team discussion, interactive activities – participants will gain a deeper understanding to develop personal and team action steps to apply immediately in their workplaces.

LEADING IN THE VIRTUAL ENVIRONMENT
This program utilizes research, data and best practices to facilitate discussion on leading effectively in a virtual world. Focus is placed on communicating and engaging team members in unique ways relevant to their personalities and interpersonal needs. Participants will consider techniques of leading virtual meetings and training sessions.

WOMEN IN LEADERSHIP
This program is designed to equip women with the skills and empowerment needed to have greater impact and broader influence within their organizations. Consideration is given to the glass ceiling concept as well as gender roles in the workplace with generated techniques how to overcome.

ENGAGEMENT AND INFLUENCE
This program will provide insight into the common factors and leadership behaviors that drive employee engagement. Participants will examine their own level of personal engagement, identify intrinsic and extrinsic factors that influence and promote engagement and positive energy for themselves, their team, and organization.

RECRUITMENT STRATEGIES AND INTERVIEWING SKILLS
Participants will gain insight into equitable accountability, leveraging diversity of thought, and employing practical techniques and strategies to develop others to succeed.

LEADING ACROSS GENERATIONS

This highly interactive session explores the unique tendencies of multiple generational cohorts found in the workplace today. The objective is to not focus on frustrations between generations – but identify techniques to lead, follow and communicate effectively across the generational divide by appreciating the unique strengths and attributes each generation can offer to a productive workplace. Communicating Effectively

This workshop offers a long-term value-added opportunity to becoming more effective communicators to lead, manage, and supervise a diverse workforce in both a physical and virtual world.

LEADING THROUGH DIVERSE & INCLUSIVE TEAMS

Participants will constructively address unique functional diversity and inclusion challenges in organizations today. Topics will include: Functional Diversity, Inclusiveness, Unconscious Biases, and Self-Awareness in the Workplace.

MOTIVATING & TEAM BUILDING

This session focuses on techniques and factors to create successful team dynamics leading to high performing teams through a variety of hands-on activities and lively discussions.

ENERGY MANAGEMENT AND RESILIENCY IN THE WORKPLACE

This session challenges the common belief that stress is a normal part of our lives and merely something we have to live with. This unique evidence-based program presents a simple 4-step strategy for enhancing resilience based on enabling choice and empowerment.

DEVELOPING YOUR CONFLICT COMPETENCE

Participants will comprehend how to develop conflict competence using a simple conflict pathway model and how common conflict behaviors can either be constructive or destructive. Participants will consider their personal habits and explore new possibilities towards conflict competence.

DEVELOPING LEADERSHIP PRESENCE

This session analyzes three common factors toward maximizing your leadership presence. Participants will consider techniques to help the participant address content, as well as verbal and nonverbal behaviors in order to project an image that conveys confidence and authenticity.

CRITICAL THINKING

This course blends practical applications, role-play scenarios, and case studies to create a thought-provoking, insightful experience. Concepts such as "fact vs. opinion", "parallel thinking vs. point/counterpoint thinking, and decision making are discussed.

JST

HOW CAN WE PREPARE YOUR ORGANIZATION FOR THE FUTURE?

CONTACT US

🌐 **JSTCorp.com**

📞 **937.901.7063**

training@jstcorp.com

chris.m@jstcorp.com