

LEADERSHIP COURSE OFFERINGS



ABOUT JOINT STRATEGIC TECHNOLOGIES

Joint Strategic Technologies (JST) provides hands-on support to those who keep our nation safe. We saw the need because we've experienced the challenges firsthand — on the battlefield and in the back office. JST founder, Jaime Toogood, took her valuable experience as a captain in the Air Force and transformed it into a passion for serving our nation's most critical people and programs. But that was just the beginning.

Since 2013, we've grown to support many programs across DoD and federal civilian organizations, including critical mission systems, information technologies and business processes. While our capabilities have evolved, our mission remains the same: make a tangible impact whether it's in support of the warfighter or the analyst.

Today, we're leading the way in acquisition support, training, IT services and program management. With multiple set-asides, advanced technical knowledge and a culture of excellence, clients count on us to deliver long term results. At JST, above and beyond is just the starting point. We strive to Elevate Your Impact.

Our team includes leading experts from military, government, and the private sector, all working together to help federal customers make a difference. JST holds numerous certifications, including 8(a), SDVOSB, WOSB, DBE and more.

For more information about JST, check out our website: www.jstcorp.com.



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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 having different viewpoints than others.
- 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



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.
- 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

CP 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.
- 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
- Campbell Leadership Index (CLI) 360
- Influence Style Indicator (ISI)
- 52nd Floor Leadership Scenarios

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.

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



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-III 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 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.

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 hierarchical 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 Leadership Circle Profile, 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

- Decision Style Profile (DSP)
- Leadership Circle Profile



THE COACHING LEADER

Express
Session
Available
(page 24)

COURSE OVERVIEW

A leader today wears many hats – i.e. Supervisor, Manager & Subject Matter Expert while also employing several developmental techniques to provide Feedback, Mentoring and Coaching to their people. Often those techniques, although well intended, are confused and overlap each other. The Coaching Leader defines and differentiates the three developmental techniques with focus on the most underutilized – Coaching. Every leader in your organization—no matter the level or function—needs to be able to coach, give feedback and ignite better performance.

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

WHO SHOULD ATTEND

Any leader who wishes to develop their skills and confidence to communicate effective feedback and employ practical coaching techniques to inspire their members to achieve, solve problems, make proactive choices to reach their full potential.

OBJECTIVES

- Differentiate between Feedback, Mentoring & Coaching
- Identify when to use each action
- Comprehend SBI Feedback Model
- Practice SBI Feedback Session
- Identify constructs of an effective mentoring session
- Identify how to be a Coaching Leader
- Review Coaching Techniques & Process
- Utilize the GROW model in an effective Coach Leader conversation
- Practice Coaching Session(s)

SELF-AWARENESS ASSESSMENTS

- Coaching Behavior Inventory (CBI)



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 ASSESSMENTS

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.



LEADING IN THE VIRTUAL ENVIRONMENT

Express Session Available (page 24)

COURSE OVERVIEW

The continued shift to more virtual or blended workforces in 2025 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

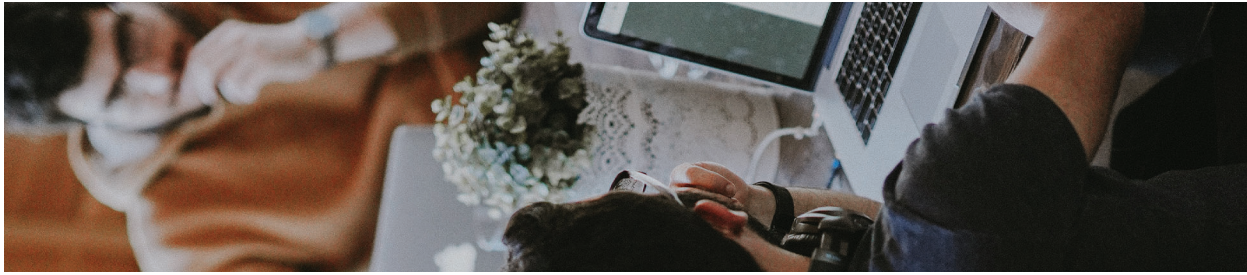
The Leading in the Virtual Environment is intended for all levels of leadership.

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 ASSESSMENTS

- Change Style Indicator (CSI)



ENGAGEMENT AND INFLUENCE

Express Session Available (page 24)

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

The Engaged Leader 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



TALENT MANAGEMENT

Express Session Available (page 24)

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

Talent Management 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



LEADING ACROSS GENERATIONS

Express Session Available (page 24)

COURSE OVERVIEW

Competitive advantage occurs when the strengths of different generations converge. The increasing costs associated with tacit knowledge loss and unnecessary turnover keeps this conversation at the top of the leadership focus list. Unfortunately, most Generational 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 perspectives 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 tacit 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.



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COMMUNICATING EFFECTIVELY

Express Session Available (page 24)

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 unique 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 ASSESSMENTS

- Myers-Briggs Type Indicator Communication Report



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MOTIVATING & TEAM BUILDING

Express
Session
Available
(page 24)

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



MANAGING STRESS & BUILDING RESILIENCE

Express
Session
Available
(page 24)

COURSE OVERVIEW

The Managing Stress and Building Resilience 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

Managing Stress and Building Resilience 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

Express
Session
Available
(page 24)

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 evolving 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)



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DEVELOPING LEADERSHIP PRESENCE

Express
Session
Available
(page 24)

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 ASSESSMENTS

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.



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CRITICAL THINKING

Express Session Available (page 24)

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.



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, The Leadership Foundry is ready now to serve you and your organization.



COMMUNICATION COACHING- ORAL PRESENTATION

COURSE OVERVIEW

Confident, competent presenters-we know them when we see them. The spoken language, when effective, often through learned skills, repetition, and refinement – persuades, inspires, and influences an audience. What we focus on expands. This course is designed to focus on enhancing resiliency through the preparation, presence, and performance phases of presenting orally. Students will experience supportive, and personalized coaching using simple oral presentation assignments and an Oral Presentation Model and repeatable strategies to simplify preparation, to enhance professional presence and increase performance integrity. Students will have the opportunity to give and receive positive feedback and areas for improvement from a Professional Certified Leadership Coach/Senior Instructor and their course colleagues. This blend of professional and supportive peer coaching, practice with the Oral Presentation Model and repeatable strategies, and high student engagement will result in an enhanced learning journey.

OBJECTIVES

Upon completing this course, students should be able to:

- Describe at least two (2) "wish list" goals/expectations the student commits to as a result of the oral presentation course self-assessment proficiency assessment.
- Discuss a best practice Oral Presentation Model differentiating the "Preparation, Presence and Performance" phases to integrate into daily oral communications/presentations. An Assessment following this model and strategies will be used for student feedback throughout the course and in daily practice.
- Differentiate alignment with the Oral Presentation Model and strategies based on students' oral presentations/assignments as indicated by Professional Coach's and peers' positive coaching and feedback for improvement during the course.
- Describe at least three (3) changes the student commits to enhance oral communications/presentation skills within their role as a result of the Oral Presentations Course experience.

COMMUNICATION COACHING- WRITING PROGRAM

COURSE OVERVIEW

Effective written communication is one of the most important soft skills. When consistently fine-tuned, it helps us reach our full professional ability. It supercharges our ability to achieve results, take initiative and serve with confidence. Articulating with ease proves high integrity. This course is designed to provide experienced, supportive, and personalized coaching on students' current writing capabilities challenging them to pivot to a simple yet proven best practice Writing Model enforcing repeatable, habits with committed practice. Students will have the opportunity to give and receive positive feedback and areas for improvement from a Professional Certified Leadership Coach/Senior Instructor and their course colleagues. This blend of professional and supportive peer coaching, practice with the writing best practice Writing Model and repeatable strategies, and high student engagement will result in an enhanced learning journey.

OBJECTIVES

Upon completing this course, students should be able to:

- Describe at least two (2) changes the student commits to making to enhance written communications based on feedback from the Coach's recommendations on the pre-course Writing Assignment.
- Discuss a best practice Writing Model differentiating the "7 Cs" of communication and repeatable strategies to integrate into daily writing habits to enhance written communications. An Assessment following this model and strategies will be used for student feedback throughout the course and in daily practice.
- Differentiate alignment with the Writing Model and strategies based on students' writing samples/assignments as indicated by Professional Coach's and peers' positive coaching and feedback for improvement during the course.
- Describe at least three (3) changes the student commits to making to enhance written communications skills within their role based on the Writing Program Course experience.



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.

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.

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.

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.



HOW CAN WE PREPARE YOUR ORGANIZATION FOR THE FUTURE?

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