

Schedule	Leadership Essentials Program
<b>Session 1:</b>	<b>Change Readiness:</b> Learn change management skills and strategies to help your team and your business respond and adapt, emerging stronger. Understand the importance of change agility for leaders and how to strategically communicate change initiatives and manage transitions productively.
<b>Session 2:</b>	<b>Building Trust: The Foundation of High-Performing Teams</b> In the absence of trust, there is no relationship. Learn the four cores of trust (Intention, Integrity, Capabilities, and Results), as well as the thirteen (13) behaviors to build or repair trust with others. Understand the importance of building trust as the foundation of relationships, cohesive teams, and business results.
<b>Session 3:</b>	<b>Are you Listening? Better Conversations, Better Connection, Better Results.</b> In this session, we talk about what it means to listen generously and share (2) techniques for improving listening quality to understand. We also learn a four-step process for better conversations, leading to improved decision quality and better results for the team and customer.
<b>Session 4</b>	<b>Navigating Tough Conversations:</b> Learn what makes some conversations difficult and how to prepare and productively move through tough conversations. We will discuss the three critical questions to ask yourself before the conversation; how to define your objective for the conversation; how to assess and gather information during the conversation, manage your emotions and effectively move from a focus on positions to a focus on problem-solving
<b>Session 5</b>	<b>No Feedback, No Growth:</b> Understand the importance of soliciting feedback from multiple stakeholders to grow as a leader. Learn a four (4) step framework to deliver effective feedback and co-create a plan to improve effectiveness with each team member.
<b>Session 6</b>	<b>Coaching Skills: Change the Conversation</b> Learn how to build rapport, identify needs, design actions and co-create a plan to move through business challenges or opportunities. Understand the power of leading through questions as you help your team take ownership of solutions and increase their ability to leverage the collective intelligence in the room and co-create solutions.
<b>Session 7</b>	<b>Motivation &amp; Engagement:</b> Learn how to connect, inspire, and engage your team, improving individual and collective results. Discover the three (3) questions all employees ask of their leader, and how to increase job satisfaction and success within your team.
<b>Session 8</b>	<b>Delegation Skills:</b> Learn the art and science of effective delegation. Practice a delegation methodology that aligns task to talent, supporting growth in role with a delegation plan. Understand the connection between extending smart trust while providing the support and challenge needed to grow individual capabilities.
<b>Session 9</b>	<b>Emotional Intelligence:</b> Learn the fifteen (15) competencies of emotional intelligence that support Self-Expression; Self-Regulation; Interpersonal Relationships; Decision Quality and Stress Tolerance. In this workshop, we will debrief and analyze assessment results and formulate action plans to respond versus react, improving relationship and results.
<b>Session 10</b>	<b>Career Conversations and Program Graduation:</b> Learn a three-step career conversation process (Discover, Discuss, and Develop) to help your team take ownership of their career. We learn and practice tools to Discover unique strengths and skill gaps; Discuss career aspirations, strengths, and gaps, and Develop an individual action plan. Learn how to create a balanced individual development plan for your team members, based on competencies needed to reach individual, department & organizational objectives.