

LEADERSHIP DEVELOPMENT PROGRAMS

THE LEADERSHIP PROGRAM is designed with small businesses in mind; businesses who often do not have internal training resources.

The program is designed to help leaders identify their *NEXT BEST STEP* in skills development and will benefit current and/or potential leaders who are intentional learners, focused on personal self-assessment and growth.

The GOAL is to offer a comprehensive program that includes

- ✓ Leadership topics & discussions
- ✓ Various presenters
- ✓ Blended learning opportunities
- ✓ Leadership skills and tools
- ✓ Interactive activities
- ✓ Practical application
- ✓ Detailed action steps
- ✓ Follow-up coaching

The COMPLETE LEADERSHIP PROGRAM is comprised of four leadership tracks.

1. **LEADERSHIP FOUNDATION** - Participants will spend these classes discovering variations in leadership theories and styles and identifying their own personal styles.
2. **STRENGTHS BASED LEADERSHIP** — Participants will explore in-born talents and the roll they plan in leadership and success.
3. **INFLUENCING TEAMS & OTHERS** - Participants will discuss listening and communication skills. The importance of effective communication in presentations and meetings, as well as how to facilitate innovative thinking.
4. **COACHING AND EMPLOYEE DEVELOPMENT** - Participants will learn and practice coaching skills and put plans in place to begin employee coaching, performance plans, establishing goals, expectations and high potential development.

Leadership Foundation	
Leadership Foundation	<ul style="list-style-type: none"> • Leadership Styles • Mission, Vision, Value • Leadership Challenges and Rewards • Corporate Culture and Strategy • Stress Management • Personal Assessment
	<ul style="list-style-type: none"> • Positive Leadership • Employee Engagement • Recognition and Motivation
Personality Style	<ul style="list-style-type: none"> • Emotional Intelligence • Personality Styles • Effective Listening • Getting the Total Message — Body Language Awareness

Strengths Based Leadership	
Strengths Intro	<ul style="list-style-type: none"> • Strengths-Based Assessment (Gallup StrengthsFinders) • Theory of Strengths • What does it really mean?
Strengths Self-Assessment & Leadership	<ul style="list-style-type: none"> • Strengths Self-Assessment • The Truth of YOU • Developing Strengths Effectively • Over-Powering Strengths — How Are Your Strengths Landing with Others • Purposeful Work
Strengths Based Teams	<ul style="list-style-type: none"> • Leading with Strengths • Strengths-Based Teams • Purposeful Work & Job Crafting

Influencing Teams & Others	
Building Teams	<ul style="list-style-type: none"> • Team Relationships • Team Meetings & Huddles • Employee Engagement • Conflict Resolution • Difficult Conversations
Building Relationships	<ul style="list-style-type: none"> • Working with & Supporting Other Teams • Team Process Improvements & Efficiencies
Leadership presence	<ul style="list-style-type: none"> • Presentation Skills • Authentic & Inspiring Communication
Innovation	<ul style="list-style-type: none"> • Brainstorming Skills & Innovation Activities
Leading Change	<ul style="list-style-type: none"> • Be the Change • Philosophy of Change • Resilience & Recognition • Emotional Intelligence • Purpose Driven Work

Coaching & EE Development	
Strategic Thinking	<ul style="list-style-type: none"> • Aligning Company Strategy to Team Strategy • Purposeful Work • Improving Efficiencies
Coaching Skills part 1	<ul style="list-style-type: none"> • Coaching How To • Formal & Informal Coaching
Coaching Skills part 2	<ul style="list-style-type: none"> • Employee Skill Development • One on One Coaching
Coaching Teams	<ul style="list-style-type: none"> • Empowering & Delegating • Resilience • Team Building • Purposeful Work • Engagement
Employee Development	<ul style="list-style-type: none"> • Employee Goals & Expectations • Performance, Evaluations, Development Plans • High Potentials & Succession Planning

Your Next Best Step aligns itself with smaller business owners, leaders and teams that seek to be a cut above. Offering talent development programs and coaching that allows each attendee to identify their next best step toward their own personal greatness; as well as, inspire and strengthen employees and leaders to achieve their most powerful and productive team for today and tomorrow.