

# #LEADWELL: BUILDING LEADERS FOR TOMORROW

*Learn to be a more  
effective leader*



## COURSE DESCRIPTION

Developed and delivered by professional leadership experts, our program provides *immediate* and *sustainable* impact for leaders. We combine dynamic, interactive instruction, delivered live and virtually over a 10-week horizon, along with individualized, situational coaching.

Our program is grounded in the conviction that effective and impactful leaders require insight into their personal leadership style. Development of that style - in addition to learning and adapting key management behaviors - will ensure that you are leading well today and into the future.

Over 1,000 leaders in the Capital Region and beyond have learned how to become more effective through our management training program. We would love for you to join this elite group of individuals who are not just leading, but leading well!

## OBJECTIVES

*Participants will learn to:*

- Clarify the role they play as manager and leader
- Inspire and motivate their team, in-person or virtually
- Understand all those people challenges
- Improve management communications
- Build mature relationships with employees and peers
- Practice coaching skills for improving performance
- Lead their team through change

## PROGRAM FEATURES

- Personalized leadership style assessment
- Facilitators with hands-on management experience
- One-on-one personal coaching during the program
- Interactive peer-to-peer learning
- Post-program coaching session

*Employees deserve to be led by  
great leaders. Leaders deserve  
the opportunity to learn how  
to be great people leaders.*

## TESTIMONIALS

*“The facilitators are great and the coursework fantastically interesting.”*

*“I have walked away with so much additional insight into myself as a professional, my role in the company, and within my team, and have found appreciation for the complexity of the relationship between all of these.”*

*“I wish I took the training a year ago.”*



## TRAINING SESSIONS

### Session 1 - DiSC: Understanding Personal Styles

- ▶ Learn all DiSC styles: key behaviors, strengths weaknesses, and needs
- ▶ Increase awareness of your DiSC style and its influence on how you lead
- ▶ Learn a method for recognizing others' styles and how to adapt to other styles
- ▶ Review Everything DiSC on Catalyst and how it can support relationship building

### Session 2 - Your Role as a Leader

- ▶ Examine leadership versus management behaviors and sources of authority
- ▶ Learn key aspects of emotional intelligence and its importance as a leader
- ▶ Explore situational leadership as a framework in leading
- ▶ Identify changes you want to make in your leadership approaches

### Session 3 - Management Communications

- ▶ Understand the importance and breadth of your communication as a manager
- ▶ Learn specific leadership language strategies
- ▶ Build communication skills related to listening
- ▶ Explore communication methods and impacts
- ▶ Understand key components of effective meetings

### Session 4 - Owning Your Work & Time

- ▶ Examine your habits in how you manage your work and time
- ▶ Explore best practices and tools for prioritizing and managing work and time
- ▶ Learn how and when to delegate, including critical steps to ensure success when delegating
- ▶ Create an action plan for delegating a specific task

### Session 5 - Creating a Healthy Work Culture

- ▶ Examine the importance of the work culture
- ▶ Understand the impact a manager has on the work environment
- ▶ Explore strategies for creating a culture of trust
- ▶ Gain insight into employee motivation
- ▶ Identify approaches to support motivation of employees

### Session 6 - Coaching for Performance

- ▶ Understand conditions needed for positive performance
- ▶ Understand the skills needed to be an effective coach
- ▶ Learn a coaching model for use in a variety of situations
- ▶ Learn when to apply various forms of coaching

### Session 7 - Conflict & Crucial Conversations

- ▶ Examine conflict including healthy and unhealthy behaviors in conflict
- ▶ Understand personal triggers and reactions when in conflict
- ▶ Identify key elements of a crucial conversation and strategies for success
- ▶ Learn skills to apply in crucial conversations

### Session 8 - Leading Change

- ▶ Explore change and transition models
- ▶ Consider change at a personal and leadership level
- ▶ Understand various reactions to change
- ▶ Explore elements and importance of resiliency
- ▶ Examine leadership approaches during change and their impact

## ONE-ON-ONE COACHING

Five confidential leadership coaching sessions with an experienced leadership coach ensure the leader is leveraging their new skills “back in the real world.”

This one-on-one development opportunity takes place at critical junctures for the new leader during the program. Each participant will have a kickoff meeting with their coach before the first session, meet three times during the program, and get together for a follow-up coaching session approximately four months after completion of the program.

For more information about the program email [leadwell@bishophouse.com](mailto:leadwell@bishophouse.com) or call 518-885-9064



# #Leadwell: Building Leaders for Tomorrow

## *Multiple Seat Discount Pricing*

### PUBLIC PROGRAM

Our public foundations of people leadership program mixes leaders from multiple organizations, creating a rich learning environment for our participants.

With multiple program dates to choose from throughout the year, this option offers flexibility in scheduling and allows for a staggered commitment of leadership resources.

### IN-HOUSE PROGRAM

Our in-house foundations of people leadership program can be delivered in its proven, successful format or customized to meet the goals/desires of the organization.

The opportunity for leaders from the same organization to learn together provides for bonding and broader/deeper relationships across the leadership community.

## Discounts off \$2995 Retail Program Pricing

Pricing Level 1		Pricing Level 2	
PURCHASE OF 3-5 SEATS \$2785 PER SEAT	<b>\$210</b> Discount Per Seat	PURCHASE OF 6-8 SEATS \$2635 PER SEAT	<b>\$360</b> Discount Per Seat
Pricing Level 3		Pricing Level 4	
PURCHASE OF 9-11 SEATS \$2600 PER SEAT	<b>\$395</b> Discount Per Seat	PURCHASE OF 12+ SEATS \$2455 PER SEAT	<b>\$540</b> Discount Per Seat

## Multiple Seat Discount Pricing Qualifiers:

- Limit of 3 participants from the same company per cohort for our public programs.
- In-house corporate leadership programs available for cohorts of 12 participants.
- No expiration on purchased seats.

