

## Leadership Boot Camp Series – Session Descriptions

Session 1	June 13, 2018	DISC Personality Test
Session 2	June 27, 2018	Driving Change
		Strategy Alignment
Session 3	July 11, 2018	Problem Solving
Session 4	July 25, 2018	Communication for Leadership Success
		Coaching for Peak Performance
Session 5	August 8, 2018	Workplace Conflict
		Building Trust
Session 6	August 22, 2018	Working as a High Performance Team

All sessions are hosted at the NIU Rockford Campus, 8500 East State Street, Rockford, Illinois 61108

### Session 1 – June 13, 2018

*DISC Personality Test* – This training session helps you understand your style and how you behave with and react to others. It begins with a self-assessment tool, which helps you understand your behavioral traits. Once you gain a more in depth understanding of your style it will help you recognize others’ tendencies. It also helps you understand how to improve relationships with other people and improve your productivity.

### Session 2 - June 27, 2018

*Driving Change* – Change is inevitable. Companies can’t stand still today and remain competitive. This course discusses changes, how to manage them effectively and understand the importance of change. It then takes you through a model for understanding change and better communicating the need for change to your team and others in the organization. Participants are requested to bring in an example of change they are currently facing so they can work through the model with a “real life” example.

*Strategy Alignment* – This course will help participants examine the different facets of strategy in order to better understand the strategies of their own organizations. They will consider how their departments and teams can better align their daily work to the strategies in place in their organizations.

### Session 3 - July 11, 2018

*Problem Solving* – Leaders face problems every day, multiple times a day. Solving problems effectively and efficiently is a critical skill for all leaders. This course will teach leaders problem solving approaches and tools including the A3 process, cause & effect diagram, 5 Whys and more to enable them to become effective problem solvers.

***Session descriptions continue on Page 2***

#### **Session 4 - July 25 2018**

*Communication for Leadership Success* - This foundation course introduces leaders to the essential interaction skills that are critical to leadership success. These Interaction Essentials are the core behaviors that leaders need to be effective in the many situations they handle on a daily basis, such as coaching, delegating, and driving change. Leaders will learn how to meet the personal and practical needs of their team members and how to communicate in order to spark action in others to achieve business results. They will also learn how to provide positive feedback that recognizes and motivates individuals and teams as well as developmental feedback that helps others get back on track.

*Coaching for Peak Performance* - This course helps leaders handle both proactive and reactive coaching discussions. By understanding the importance of four coaching techniques learners can have more effective and efficient interactions. The session incorporates a fast-paced game to understand the techniques. Since both proactive and reactive coaching discussions can be challenging, participants will use their own situations to make the course especially relevant to them.

#### **Session 5 - August 8, 2018**

*Workplace Conflict* - This course examines how conflict in the workplace can actually help improve productivity and problem solving when managed correctly. Participants will gain an understanding of how conflict often becomes a battleground for emotions and feelings. Then they will be encouraged to look at some conflicts they are facing at work and systematically identify ways to reduce the emotions and use the conflict as a way to improve the team and the organization.

*Building Trust* - One of the most important things a lead or supervisor can do is to build trust between yourself and your team as well as among the team as a whole. Without trust it will be a challenge to address problems when they arise since people will be reluctant to be open and honest in problem solving. This course will help you understand tactics that will help you build trust and will discuss some actions you can take to maintain the trust with your team.

#### **Session 6 - August 22, 2018**

*Working as a High Performance Team* - This course focuses on the importance of working as a team, not simply carrying their own weight. They must involve, support and share information with their teammates. The individual performers learn the stages of team development and the success factors that will help them advance through these stages to performing "full speed ahead".

**Series Fee:** \$1999/person - includes series materials, lunch and refreshments

**Registration:** [www.imec.org/event/leadership-boot-camp-series](http://www.imec.org/event/leadership-boot-camp-series)

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