



Who should attend

Individuals attending this series are involved in one or more of the areas listed below:

- ✦ Leadership roles

Prerequisites

Sessions in this 9-part leadership journey build upon each other in the order. While there are no prerequisites for this series, the *I Am Resilient! You Are Resilient! We Are Resilient!* and *Changing Me! Changing You! Changing Us!* learning journeys are highly recommended to prepare participants to fully engage this learning series.

What this transformative series provides

This series equips leaders with essential skills to navigate complexity and uncertainty. Participants learn effective leadership across hierarchies, bold decision-making, team productivity tactics, and interpersonal dynamics crucial for success. Leaning into trust-building and strategies for maintaining a healthy workplace environment, managers gain practical tools for guiding employee development, empowering them to excel amidst challenges and change.

Series format

This series is a learning journey that facilitates individual and organizational development; it is not training. As such, the series is best delivered with 2-4 weeks between each course. When possible, use of a cohort model provides an opportunity for deeper exploration.

What the series provides

Upon completing this series, the participant will have:

- ✦ Heard stories, theory, and strategies which support developmental growth
- ✦ Engaged in introspective personal reflection
- ✦ Participated in dialogues which support personal and organizational development

What participants receive

Each participant receives a Participant Guidebook for post-class reference and review.

Objectives & Outline



One Step at a Time
CONSULTING

9-Part Leadership Journey

Leading With and Through

LWT 100 - Level Series

In this series, we will:

- ★ Define leadership.
- ★ Explore ways to build leadership character.
- ★ Discuss myths about leadership.
- ★ Identify ways to overcome biases as a leader.
- ★ Identify the skills needed to lead from the middle zone.
- ★ Discuss strategies to help middle managers gain traction.
- ★ Define and explain the need for adaptive leadership.
- ★ Identify behaviors of adaptive leadership.
- ★ Describe how to create an environment for change.
- ★ Identify workplace communication styles.
- ★ Explore supports for engaging in critical conversations.
- ★ Define emotional intelligence and identify its effects.
- ★ Describe attributes of emotional intelligence and strategies for applying it in the workplace.
- ★ Review characteristics of an effective team.
- ★ Describe different types of team member personalities.
- ★ Explain the role of truth and trust in teams.
- ★ Identify strategies to cultivate teamwork.
- ★ Identify types of difficult behaviors and common causes.
- ★ Explore hard conversations needed to address difficult behaviors.
- ★ Define conflict and common conflict management modes.
- ★ Discuss how to transcend conflict.
- ★ Define the concept of feedback and its significance.
- ★ Explore techniques for delivering constructive feedback.
- ★ Identify strategies for receiving feedback constructively.
- ★ Discuss use of feedback to drive employee development.

In This Series

Foundational Leadership

LWT 101 - 2-hr course

Leaders Leading Managers

LWT 102 - 2-hr course

Adaptive Leadership and Management

LWT 103 - 2-hr course

Effective Communication

LWT 104 - 2-hr course

Emotional Intelligence at Work

LWT 105 - 2-hr course

Effective Teams

LWT 106 - 2-hr course

Dealing with Difficult Behaviors

LWT 107 - 2-hr course

Transcending Conflict

LWT 108 - 2-hr course

Giving and Receiving Feedback

LWT 109 - 2-hr course