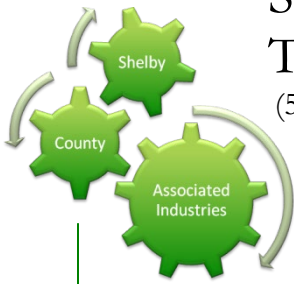


Shelby County Associated Industries Training Consortium

(502) 633-5068 | scidf.com/associated-industries



Leadership for Managers

Deadline to register is May 18, 2022

Time: 8:30 a.m. - Noon

Dates: Thursdays, June 2 – July 14 (seven-week course)

Location: Stratton Community Center

Rate: \$750 for SCAI members, \$1,500 for non-members

Instructor: Doug Semenick, Semenick and Associates

The purpose of this course is to teach, apply and reinforce skills proven to produce excellence in management. This Intensive involves personal goal setting, classroom sessions with learning teams, coaching at the worksite, and a personal action and a 10-week follow through plan to reinforce the learning over the next 90 days.

This intensive spans eight weeks and is designed for seasoned managers to sharpen, reinforce and add new skills; new managers and high-potentials to shorten the learning curve toward excellence as a manager.

Learning Objectives:

Session 1: Leadership Expectations for Managers

- Program Overview: Expectations and Outcomes
- Goal Setting, Pre-Assessments, Behavior Change
- Adult Learning, retention and application tools
- Introduction to the Coaching Plan Process

Session 2: Developing a Culture of Accountability

- Personal accountability tools
- Identifying and addressing negative behavior
- Solution-oriented problem solving

Session 3: Communication and Trust – Part 1

- 360 degree listening skills
- Productive feedback
- Conducting effective meetings

Session 4: Performance Management – Part 1

- Employee engagement
- Motivating employees to take action
- Positive culture change

Session 5: Communication and Trust – Part 2

- Coaching Skills
- Mentoring Skills
- Application/demonstration workshop

Session 6: Performance Management – Part 2

- Conflict management
- Managing critical conversations
- Application/demonstration workshop

Session 7: Leading High-Performance Work Teams

- Progressive Team Model
- Decision-making and building consensus
- Leading and managing change

Classroom: Seven content sessions with progressive learning

Learning Teams: Peer support and accountability

Presentation Skills: STAR Reports

Book review: The Question Behind the Question – *What to Really ask Yourself to Eliminate Blame, Victim Thinking, Complaining and Procrastination.*

Coaching: Two X One-on-one coaching sessions at the worksite

Personal, targeted goal setting

Full access to instructor/coach by phone/email for Quick Event/Issues coaching.

Application: Personal Accountability Plan & 90 Day Roll Out Plan

10 X Weekly 3-5 minute follow up, reinforcement videos delivered by email