



BE A LEADER PEOPLE WANT TO FOLLOW: M STATE'S WINTER 2024 LEADERSHIP DEVELOPMENT SESSIONS

Gain the knowledge and skills required to be a **SUCCESSFUL LEADER** and build a high performing, engaged work team.

- Engage in highly interactive discussions and activities relevant to your work environment.
- Practice theories and techniques using realistic, job-related examples.
- Expand your knowledge with between-session activities that explore the use of covered techniques within an actual work environment.

These leadership sessions will each be two hours long and held via Zoom. Each course is \$99, which includes two sessions and all required materials. Participants are not required to take all four courses but must take all sessions within a specific course.

CLIENT TESTIMONIAL

Vector Windows has been honored to participate in the M State leadership development programs for many years. They have truly changed our leaders' abilities to inspire and lead our teams effectively. I've seen our leaders strengthen both personally and professionally. I wholeheartedly recommend this program to anyone aspiring to reach new heights or strengthen their skills. The investment of time and energy is undeniably worth the transformative results. Thank you to the entire team at M State for enriching and empowering our leaders.



Bridget Grenier
Director of Human Resources/Co-Owner of Vector Windows & Doors

YOU'RE ONLY A LEADER IF OTHERS FOLLOW

SESSION 1: The Needs of Followers
10 a.m.-noon, Monday, Jan. 22

- Identify the role leaders play in employee engagement and organizational success
- Learn three keys to becoming a more effective leader
- Explore the crucial needs of followers: trust, compassion, stability and hope

SESSION 2: Lead With Your Strengths
10 a.m.-noon, Monday, Feb. 5

- Recognize the impact of talents and strengths in leadership
- Explore your unique talents and strengths as a leader
- Develop strategies for leveraging strengths and managing challenges

\$99

BUILDING TRUST THROUGH COMMUNICATION AND CONFLICT

SESSION 1: Staying in Dialogue
10 a.m.-noon, Monday, Feb. 12

- Understand the importance of staying in dialogue during emotional and high-stakes conversations
- Learn to prepare for difficult conversations by focusing on yourself first
- Identify distractions in conversations and apply techniques to refocus
- Recognize and respond when verbal or emotional safety is at risk

SESSION 2: From Dialogue to Action
10 a.m.-noon, Monday, Feb. 26

- Learn how to maintain dialogue in emotional situations
- Analyze and manage reactions to difficult messages, fostering active listening
- Practice techniques for speaking persuasively to move toward resolution and action

\$99

COACHING FOR ENGAGEMENT AND PERFORMANCE

SESSION 1: Setting Expectations
10 a.m.-noon, Wednesday, March 6

- Define strengths-based coaching
- Identify key factors in employee motivation
- Practice setting clear, collaborative expectations for performance standards for yourself and your team

SESSION 2: Continuous Coaching for Accountability
10 a.m.-noon, Wednesday, March 20

- Understand the concept of frequent, future-oriented coaching
- Practice conversations that drive performance and hold your team accountable to goals through achievement-oriented, fair, accurate, and developmental feedback

\$99

BUILDING EFFECTIVE AND INCLUSIVE TEAMS

SESSION 1: Boosting Team Motivation
10 a.m.-noon, Wednesday, April 3

- Identify characteristics of high performing teams
- Discover behaviors that foster a positive team culture

SESSION 2: Inclusive Work Teams
10 a.m.-noon, Wednesday, April 17

- Develop awareness and respect for workplace diversity
- Identify how personal lenses affect beliefs and actions
- Explore the impact of common perceptions and biases on team relationships and performance

\$99

OPEN TO ALL EXPERIENCE LEVELS

These leadership development offerings are appropriate for individuals with any level of experience who are looking to build or sharpen their leadership skills. They are geared toward workers who provide direct leadership to others in either a project, functional or supervisory capacity.

REGISTRATION/CONTACTS/QUESTIONS

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