

Leading with Presence (not perfection)

Objectives/course summaries

Adaptive leadership 101: Transformative approaches to change

Leadership requires change...and change means loss. Learn how to center your leadership approach around the people those changes are meant to serve – so that you can mobilize teams to achieve the greater mission. Discover what leadership is (and is not) and learn core principles for leading through tough challenges.

Interpersonal communication: the art and science of building shared meaning

Trust is built and broken through how we connect with one another – and how we communicate is an essential element of that connection. You will learn the power of effective communication, the science behind best practices, and you will have the opportunity to practice nuance and style to connect more meaningfully with your peers, both in and out of the workplace.

Effective meetings: generating movement through meaningful gatherings

Meetings don't have to be boring, divisive, or unproductive. When we intentionally design meetings to serve the mission (not the other way around), we end up with practices that yield results for the organization. This workshop will help you link purpose with practical discernment: how/if to meet, when, with whom, how often, about what; and how to ensure meetings create action and accountability.

Organizational communication: creating sustainable practices for group alignment

With so much to share, so much information overload, so many different styles of communication, and such rapid change in technology, how can you make sure your team is on the same page? In this session we will share best practices in organization communication and will provide templates for you to start designing your own strategies.

Constructive conflict: leveraging disagreement and tension to maximize growth

Prepare to get comfortable with conflict! You will learn about types of conflict, the usefulness of tension in the workplace, and explore your own conflict style. You will gain situational awareness and empathy to help you discern which approaches to use when conflict arises in your work...and you might even begin to appreciate and leverage it for good!

Managing up and delegation: strengths, roles, and leadership as collective endeavor

"You can do anything...but you cannot do everything." Contrary to popular belief, most of us are not "well-rounded" people. All of us have strengths in certain areas, and lack strength in others. And: we are here to play our role – not the role of others. That's why we work in teams. Learn to appreciate diverse capacities and how to work with others on the org chart to achieve success.

Planning for success: goal-setting, strategic planning, and accountability

Part of leadership is mobilizing people around a future that does not yet exist. This workshop will help you define what that future is, create attainable goals, build roadmaps to achieve it, and put accountability structures in place to keep plans on track.

Vision and innovation: shifting perspective for creative problem-solving

Being visionary and innovative is not reserved for special people, for entrepreneurs, for tech geniuses. It is in all of us to create ideas, to bring our imagination to life. It is also important in to recognize the perspectives you hold, that other perspectives exist, and to shift your view in ways that help solve the problem. This workshop will focus on your sense of leadership "sight" to help you see more clearly as you guide others.

Self-management: withstanding challenges through attention to self

It's not personal...or is it? As someone in a leadership role, you hold the heat, the tension, the weight of the hard decisions. When you exceed your own capacity, you can impose damage in your relationships and your organization. In this final workshop, we will focus on how you can survive the tough stuff, care for yourself, and mitigate the personal risks that come when you lead people through change.