



Leadership Program 2024

SEPTEMBER 4TH

Understand the role of leadership in our organization and across our communities. Increase your self awareness and set a plan that will help you lead with an even bigger positive impact for those around you.

SEPTEMBER 11TH

On average, organizational leaders spend a minimum of 50% of their day listening. Explore your listening style, learn how to identify the listening styles of colleagues, and how to leverage listening for improved team effectiveness and organizational efficiency.

SEPTEMBER 18TH

Let's talk first about personality preferences and their effect on how we choose to spend our time, both good and bad. Then we'll cover the top practices for exercising greater control over this most limited resource – as well as ensuring that shared time at work, like meetings, is effective and meaningful, promoting resource use and facilitation skills. Finally, a shout out to the apps and online tools that can move the needle forward in automation, organization, and focus.

SEPTEMBER 25TH

Working with a group of high performing individuals is fantastic. They bring their best every day, strive for excellence, and continue to develop and hone their skills – skills that support the organization's work. What's even better? Working together as a high performing team, where each member uses their unique strengths and abilities to achieve high quality results together. They are more than a group of employees. During this session, discover the mindset and qualities needed to develop a high performing team.

Note: This session is designed with a leader focus. It can be modified for a session with employees from all levels of an organization.

OCTOBER 2ND

Communicating to team members from the role of leader calls for a higher level of skill in the frequency, appropriateness, and quality (FAQ's) of communicating, controlling actions / reactions in order to influence others' behaviors, as well as some planning and activities in order to practice feedback-for-performance and coaching-for-development. We'll also learn a few tactics for dealing with difficult behavior, scripts and tips, that continue to build trust relationships.

OCTOBER 9TH

Research in the field of positive psychology in the past 10 years has demonstrated that employees who are happier at work are more likely to keep their jobs, showing productivity increases of up to 31% and added resiliency, along with suffering less burnout-resulting in lower turnover. We will share the techniques for building a culture of positive thinking.

GROWING LEADERS

Programs are held at Pipestone Vet Services. Sign up begins the summer of 2024! For more information contact BCEDC Director Lisa Kremer at 319-334-7497 or director@growbuchanan.com

