



Chamber Leadership Development Educational Series – sessions descriptions

1. **Oct 25th - Essential Skills & Practices of Leadership** – As an overall collaboration of (standard) leadership resources and practices, this session examines the practical behaviors and experiences associated with leading individuals and teams in day-to-day operational functions. These essentials serve as the foundation for more advanced applications of leadership practices, incorporating the various styles of leadership, applications of appropriate leadership traits, and the flexibility necessary to recognize the individual needs and talents of the leader and his/her reporting domain.
2. **Nov 29th - Effective Communication** – Communication is not communication until the desired, intended meaning and message is accurately conveyed. Listening for meaning rather than quickly responding and checking for understanding and accuracy are emphasized. Leaders must not only be able to speak so others can hear them; they need to be able to listen to effectively make decisions.
3. **Jan 24th - Building Trust & Motivation** – As a basis for positive interactions and transactions, both personally and professionally, the ability to establish and maintain a positive relationship built on trust is the cornerstone of human collaboration. Developing an understanding of what makes us unique as individuals, what we value in our relationships, and how we come to work together towards common goals helps us understand the driving forces that move us to perform as we do. Be it internal or external motives, we seek to align our personal drive with the needs of the organization.
4. **Feb 28th - Situational Leadership** – Specifically addressing a leadership style that recognizes the need to be flexible in a leader’s approach to “leading,” style varies by the situation presented to the leader. The leader moves through four primary styles of leadership, aligning his/her approach based upon the subject matter and the development level (maturity) of the individual being led.
5. **Mar 28th - Team-building & Teamwork** – Integrating the various strengths, opportunities and organizational objectives together within a work group, cohesion and productivity is the ultimate goal in leading a team through the daily and “unique” situations of the unit. Addressing the overall effectiveness of the team while balancing the unique needs of individuals allows for an engaged workforce that readily understands their roles within the team, while readily supporting the greater expectations of the group.
6. **Apr 25th - Managing Difficult Conversations & Resolving Conflict** – During times of challenge, it is important to understand the underlying causes, motives, factors and catalysts for disagreement. Through the recognition of different values and viewpoints, resolution and often avoidance can be actively obtained by recognizing the behaviors and actions/reactions involved with conflict. Preparing for those encounters – by planning ones’ approach, fully analyzing the factual context of a subject of contention, choosing the appropriate verbiage and tone, and maintaining composure in the face of a challenging setting – are the key elements to a mutually amiable outcome and a positive move forward.
7. **May 23rd - Managing Organizational & Personal Change** – As both internal and external sources and forces of change act upon an individual, the ability to proactively prepare for and/or effectively react to a modification in “what is” allows for a cohesive transition of our behavior as the situation warrants. Through awareness of how change can affect our actions, and gaining an understanding of the value and reasons for change, we can better assimilate our progression and acceptance of the changes at hand while being an advocate and champion for the opportunities that may come to our role going forward. Also understanding the overall change process and methods, practices and techniques to help facilitate change are discussed. Many organizations have great ideas and intentions, but many fail due to poor planning and poor implementation.