

Our leadership development offerings provide a focus on how leaders can better understand their strengths and engage their team in a way that drives the greatest effectiveness. Topics are available for new and emerging leaders and veterans interested in sustaining their influence.

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## **Leadership Development Topics**

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### **Savvy Leadership Skills for the New Supervisor**

The role of a new supervisor can be a tricky one. You must be able to do the job yet at the same time oversee others – sometimes peers – who are also doing the job. A new supervisor is faced with unique challenges based on his/his entry to the team: promoted from within the organization or hired from outside the business. These dynamics can significantly impact productivity, morale and success to the team. This interactive session equips participants with proven supervisory techniques to help them get up to speed quickly and succeed in a new leadership role.

### **HR Basics for Supervisors and Managers**

In today's marketplace, managers must possess a basic working knowledge of employment and labor laws, which affect their business. The interactive workshop will cover basic federal laws, issues which commonly arise under these laws, and the significant areas giving rise to litigation in the employment process: hiring, evaluations, discipline, harassment, accommodation, attendance and discharge.

### **Succession Planning: The Key to Sustaining Your Business**

Understanding the depth of your talent pool is critical in today's business environment. In order for any business to be sustainable, the employees must be ready to take the organization to the next level. Organizations are "raising the bar" regarding who their current and future leaders are, and the capabilities they possess. A strategic approach is needed to examine future business requirements, assess current capabilities, and determine the steps necessary to close any identified gaps.

### **Powerful Feedback: My Tool for Driving Performance Excellence**

It's the "secret skill" most managers wish they could get their hands on. How do you give an employee feedback that makes a positive difference to his/her performance? Too often, managers want to pull their hair out because they feel they have delivered the message to an employee so clearly (and so many times), there is no logical reason why the employee still doesn't get "it". The problem? The formula is wrong. In reality, the manager and employee are speaking two different languages when it comes to feedback. This highly interactive session will teach leaders how to build an approach that addresses root causes of performance issues and the feedback skills that create progress.

## **Building a Respectful Workplace for Leaders**

In an age of #metoo and heightened focus on respect, transparency, and equality, organizations must have a clear roadmap to define its workplace culture as it relates to harassment. Never before has so much emphasis been placed on leaders to set the example for a healthy workplace. In this session, leaders become aware of how the landscape has changed and the responsibility to understand his/her role has it relates to the rights, voice and behavior that encourage a respectful workplace.

## **Generational Diversity: It's More than an Age**

The diversity of multiple generations working side by side has presented new challenges for managers and their employees in the workplace. These differences can affect everything, including recruiting, building teams, dealing with change, motivating, managing, and maintaining and increasing productivity. In this interactive session, participants will gain an understanding of what makes each generational group 'tick' through every aspect of the employee life cycle. This insight will equip leaders with the skills to get the most out of employees and more importantly, build a diverse team that creates sustainable results.

## **Leading Successful Business Change**

Change is inevitable, yet, regardless of your station in life, any change can be a challenge to cope with. It is one of the most challenging aspects of the workplace environment today. This course covers the most essential elements of living with and managing continual change. With the ever increasing pace of change, this workshop is ideal for employees who are tasked with leading and driving change across the organization. During this interactive session, participants will identify their personal readiness for change; learn principles for preparing for and dealing with change; and discover techniques that will equip you to help others deal with change in a way that ensures organizational success.

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## Ready to move forward?

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### Request Training

If you don't find what you are looking for in our course list, please contact us and we will happily customize a workshop for your specific needs.

Contact us at [kayla@organizationimpact.com](mailto:kayla@organizationimpact.com) or 615.424.4766 to get started.

***“If you don’t invest in your employees, your competition will.”***

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