

PROFESSIONAL DEVELOPMENT PROGRAMS

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One-unit per day programs are designed for individual contributors and first-level leaders.

Two-unit per day programs, indicated by a key icon, are better suited for more experienced leaders at the first or second level.

JANUARY – JUNE 2027

*1/12	↔ Coaching for Impact: Fostering Engagement, Ownership & Results
1/12	Communication Skills for Front-Line Leaders
*1/20	Coaching & Evaluating Performance
1/26	Navigating Difficult Conversations
1/27	Time Management & Personal Productivity
*1/28	Effective Decision Making
2/3	Assertive Communication Skills
*2/4	↔ Executive Presence: Leading with Authenticity
*2/9	Leading Change at the First Level
2/10	Essential Problem Solving for Team Members: Lean Six Sigma Yellow Belt
2/11	Coaching & Evaluating Performance
2/16	Going from Peer to Supervisor
2/17	Effective Decision Making
2/17	Expanding Your Personal Influence & Impact
*2/23	↔ Marketing Essentials
*2/25	Leadership is Everyone's Business
3/2	Leading Change at the First Level
3/2–3	Project Management Essentials
3/9	Artificial Intelligence for Beginners: Boosting Workplace Efficiency & Navigating the Legal & Ethical Environment
3/10	Advanced GenAI for Workplace Efficiency
3/16	Empowering Others Through Delegation
3/16	Leadership is Everyone's Business
*3/18	↔ Operations Management
*3/24	↔ Coaching for Impact: Fostering Engagement, Ownership & Results
3/24	Time Management & Personal Productivity
3/25	Communicating Across Cross-Functional Teams That Execute with Clarity & Confidence
3/30	What Do You "See"? Building Cultural Awareness for Stronger Teams
4/1	Using Micro-Improvements to Maximize Your Potential at Work: Individual Lean Six Sigma
*4/6–7	↔ The Leadership Challenge
4/8	Communication Skills for Front-Line Leaders
*4/8	↔ Strategic Management
*4/13	Going from Peer to Supervisor
4/14	Energy Management: Sustaining Performance Without Burnout
4/15	Building Trust: Increasing the Impact in Working with Others
4/20	Navigating Difficult Conversations
*4/22	↔ Leadership Effectiveness: Mastering Energy, Attention & Priorities
4/29	Career Reinvention for Women Leaders: Developing Your Personal Brand
*4/29	Communication Skills for Front-Line Leaders
5/11	Coaching & Evaluating Performance



*5/11	⇒ Marketing Essentials
5/12	Mastering Workplace Politics: Enhancing Influence & Career Progression
*5/13	Time Management & Personal Productivity
5/19	Effective Decision Making
5/19	Essential Problem Solving for Team Members: Lean Six Sigma Yellow Belt
5/20	Powerful Presentation Skills
*5/26–27	Leadership Accelerator
*5/27	⇒ The Art of Influence & Persuasion for the Effective Leader
6/1–2	Advanced Problem Solving for Team Leaders: Lean Six Sigma Green Belt
*6/3	⇒ Accounting Fundamentals
*6/9	⇒ Executive Presence: Leading with Authenticity
6/10	Leading Change at the First Level
6/10	Project Leadership
6/15	Embracing Accountability
*6/15	Navigating Difficult Conversations
*6/16	⇒ Finance for Non-Financial Managers
6/16	Going from Peer to Supervisor
*6/22	⇒ Creating a Great Workplace Culture
*6/23	Coaching & Evaluating Performance
6/23–24	Project Management Essentials
6/24	Leadership is Everyone's Business
6/29	Managing Conflict for Progress

**In-person only programs | ⇒ 2-units per day programs*

JULY – DECEMBER 2027

7/7	Time Management & Personal Productivity
*7/8	⇒ The Art of Influence & Persuasion for the Effective Leader
7/13	Essential Problem Solving for Team Members: Lean Six Sigma Yellow Belt
*7/14	⇒ Leading Change
7/15	⇒ Creating High-Performing Employees: Using SLII Concepts
*7/15	Effective Decision Making
7/20	Self-Leadership to Increase Productivity, Work Satisfaction & Growth
*7/21–22	⇒ Business Simulation
7/27	Navigating Difficult Conversations
*7/28	Leading Change at the First Level
*7/28–29	⇒ Empowering Leaders for the AI-Driven Future
8/3	Driver of Positive Change
8/4–5	Advanced Problem Solving for Team Leaders: Lean Six Sigma Green Belt
*8/4–5	⇒ The Leadership Challenge
8/10	Communication Skills for Front-Line Leaders
8/11	Expanding Your Personal Influence & Impact
*8/12	Leadership is Everyone's Business
8/12	Strategic Thinking for Everyday Leadership
8/17	Going from Peer to Supervisor
8/19	Leadership Essentials: Understanding Leadership & Team Development



8/31	Coaching & Evaluating Performance
9/1	Assertive Communication Skills
9/8	Essential Problem Solving for Team Members: Lean Six Sigma Yellow Belt
9/9	Effective Decision Making
9/9	Project Leadership
9/15	Time Management & Personal Productivity
9/22	Embracing Accountability
9/28	Communication Skills for Front-Line Leaders
9/28	☞ Love 'Em or Lose 'Em: Retaining & Engaging Your Critical Talent
9/29	Powerful Presentation Skills
9/30	Leading Change at the First Level
10/5	Systematic Innovation
*10/6	☞ Accounting Fundamentals
10/7	Artificial Intelligence for Beginners: Boosting Workplace Efficiency & Navigating the Legal & Ethical Environment
*10/7	Going from Peer to Supervisor
*10/12	☞ Creating a Great Workplace Culture
10/12	Creating Your Leadership Brand & Building Professional Sustainability
10/13	Cultivating Inclusive Workplaces: Bridging Differences for Stronger Teams
10/13	Navigating Difficult Conversations
10/14	Leadership is Everyone's Business
10/19	Expanding Your Personal Influence & Impact
10/21	Connecting through Conversations
*10/27	☞ Finance for Non-Financial Managers
10/27–28	Project Management Essentials
10/28	Coaching & Evaluating Performance
11/2	Going from Peer to Supervisor
*11/3	☞ Strategic Management
11/3–4	Advanced Problem Solving for Team Leaders: Lean Six Sigma Green Belt
11/9	Big Rocks of Life: Reaching Your Goals as a Woman in Leadership
11/9	Effective Decision Making
11/10	Assertive Communication Skills
*11/10	Time Management & Personal Productivity
11/16	Leading Change at the First Level
*11/17	☞ Operations Management
*11/30	Communication Skills for Front-Line Leaders
11/30	The Power of a Positive Team
12/1	Building Trust: Increasing the Impact in Working with Others
12/1	Leadership is Everyone's Business
*12/2	☞ Leadership Effectiveness: Mastering Energy, Attention & Priorities
12/2	The Emotionally Intelligent Leader: Understanding Your EQ & Strategies for Leveraging It
12/7	Time Management & Personal Productivity
*12/14	Navigating Difficult Conversations
*12/14–15	☞ Business Simulation
*12/16	☞ Leading Change

**In-person only programs | ☞ 2-units per day programs*



EVERY LEADER HAS A UNIQUE PATH. LET US BE YOUR GUIDE.

Identify the competency or skill you are looking to develop from the list below and find the programs that will address that skill. Program dates and descriptions are listed in detail throughout this document.

FACTOR I: THOUGHT

□ Balances Stakeholders

- Accounting Fundamentals
- Finance for Non-Financial Managers
- Marketing Essentials
- Mastering Workplace Politics: Enhancing Influence & Career Progression
- Project Leadership

□ Business Insight

- Accounting Fundamentals
- Business Simulation
- Finance for Non-Financial Managers
- Marketing Essentials
- Operations Management
- Strategic Management
- Strategic Thinking for Everyday Leadership

□ Cultivates Innovation

- Advanced Gen-AI for Workplace Efficiency
- Empowering Leaders for the AI-Driven Future
- Essential Problem Solving for Team Members: Lean Six Sigma Yellow Belt
- Leading Change
- Strategic Management
- Systematic Innovation

□ Customer Focus

- Leading Change
- Marketing Essentials

□ Decision Quality

- Accounting Fundamentals
- Advanced Problem Solving for Team Leaders: Lean Six Sigma Green Belt
- Business Simulation
- Effective Decision Making
- Finance for Non-Financial Managers
- Operations Management
- Project Leadership
- Project Management Essentials

□ Financial Acumen

- Accounting Fundamentals
- Business Simulation
- Finance for Non-Financial Managers

□ Global Perspective

- Strategic Thinking for Everyday Leadership

□ Manages Complexity

- Advanced Gen-AI for Workplace Efficiency
- Advanced Problem Solving for Team Leaders: Lean Six Sigma Green Belt
- Artificial Intelligence for Beginners: Boosting Workplace Efficiency & Navigating the Legal & Ethical Environment
- Big Rocks of Life: Reaching Your Goals as a Woman in Leadership
- Effective Decision Making

- Essential Problem Solving for Team Members: Lean Six Sigma Yellow Belt
- Leading Change
- Leading Change at the First Level
- Navigating Difficult Conversations
- Operations Management
- Project Management Essentials
- Strategic Management
- Strategic Thinking for Everyday Leadership
- Systematic Innovation

□ Strategic Mindset

- Advanced Gen-AI for Workplace Efficiency
- Empowering Leaders for the AI-Driven Future
- Finance for Non-Financial Managers
- Strategic Management
- Strategic Thinking for Everyday Leadership

□ Tech Savvy

- Advanced Gen-AI for Workplace Efficiency
- Artificial Intelligence for Beginners: Boosting Workplace Efficiency & Navigating the Legal & Ethical Environment
- Empowering Leaders for the AI-Driven Future

FACTOR II: RESULTS

□ Action Oriented

- Empowering Leaders for the AI-Driven Future
- Leadership Effectiveness: Mastering Energy, Attention & Priorities
- Self-Leadership to Increase Productivity, Work Satisfaction & Growth
- Using Micro-Improvements to Maximize Your Potential at Work: Individual Lean Six Sigma

□ Directs Work

- Coaching & Evaluating Performance
- Coaching for Impact: Fostering Engagement, Ownership & Results
- Creating High-Performing Employees: Using SLII Concepts
- Empowering Others Through Delegation
- Going from Peer to Supervisor
- Project Leadership
- Project Management Essentials

□ Drives Results

- Accounting Fundamentals
- Advanced Problem Solving for Team Leaders: Lean Six Sigma Green Belt
- Artificial Intelligence for Beginners: Boosting Workplace Efficiency & Navigating the Legal & Ethical Environment

- Big Rocks of Life: Reaching Your Goals as a Woman in Leadership
- Coaching for Impact: Fostering Engagement, Ownership & Results
- Effective Decision Making
- Empowering Leaders for the AI-Driven Future
- Empowering Others Through Delegation
- Energy Management: Sustaining Performance Without Burnout
- Essential Problem Solving for Team Members: Lean Six Sigma Yellow Belt
- Executive Presence: Leading with Authenticity
- Expanding Your Personal Influence & Impact
- Leadership Effectiveness: Mastering Energy, Attention & Priorities
- Love 'Em or Lose 'Em: Retaining & Engaging Your Critical Talent
- Managing Conflict for Progress
- Project Management Essentials
- Systematic Innovation
- The Art of Influence & Persuasion for the Effective Leader
- The Emotionally Intelligent Leader: Understanding Your EQ & Strategies for Leveraging It
- The Power of a Positive Team

□ Ensures Accountability

- Connecting through Conversations
- Embracing Accountability
- The Power of a Positive Team

□ Optimizes Work Processes

- Advanced Gen-AI for Workplace Efficiency
- Advanced Problem Solving for Team Leaders: Lean Six Sigma Green Belt
- Artificial Intelligence for Beginners: Boosting Workplace Efficiency & Navigating the Legal & Ethical Environment
- Communication Skills for Front-Line Leaders
- Essential Problem Solving for Team Members: Lean Six Sigma Yellow Belt
- Operations Management
- Project Leadership
- Time Management & Personal Productivity
- Using Micro-Improvements to Maximize Your Potential at Work: Individual Lean Six Sigma

□ Plans & Aligns

- Business Simulation
- Embracing Accountability
- Essential Problem Solving for Team Members: Lean Six Sigma Yellow Belt
- Leading Change
- Project Leadership
- Project Management Essentials
- Strategic Management

- Time Management & Personal Productivity
- Using Micro-Improvements to Maximize Your Potential at Work: Individual Lean Six Sigma

□ Resourcefulness

- Advanced Gen-AI for Workplace Efficiency
- Artificial Intelligence for Beginners: Boosting

Workplace Efficiency & Navigating the Legal & Ethical Environment

- Business Simulation
- Career Reinvention for Women Leaders: Developing Your Personal Brand
- Empowering Others Through Delegation
- Going from Peer to Supervisor

- Mastering Workplace Politics: Enhancing Influence & Career Progression
- Operations Management
- Self-Leadership to Increase Productivity, Work Satisfaction & Growth
- Systematic Innovation
- Time Management & Personal Productivity

FACTOR III: PEOPLE

□ Attracts Top Talent

- Cultivating Inclusive Workplaces: Bridging Differences for Stronger Teams

□ Builds Effective Teams

- Building Trust: Increasing the Impact in Working with Others
- Creating a Great Workplace Culture
- Leadership Essentials: Understanding Leadership & Team Development
- Leading Change at the First Level
- Love 'Em or Lose 'Em: Retaining & Engaging Your Critical Talent
- The Power of a Positive Team
- What Do You "See"? Building Cultural Awareness for Stronger Teams

□ Builds Networks

- Communicating Across Cross-Functional Teams That Execute with Clarity & Confidence
- Communication Skills for Front-Line Leaders
- Mastering Workplace Politics: Enhancing Influence & Career Progression

□ Collaborates

- Advanced Problem Solving for Team Leaders: Lean Six Sigma Green Belt
- Building Trust: Increasing the Impact in Working with Others
- Coaching & Evaluating Performance
- Communicating Across Cross-Functional Teams

That Execute with Clarity & Confidence

- Connecting through Conversations
- Creating a Great Workplace Culture
- Creating High-Performing Employees: Using SLII Concepts
- Cultivating Inclusive Workplaces: Bridging Differences for Stronger Teams
- Going from Peer to Supervisor
- Leadership Accelerator
- Leadership is Everyone's Business
- Managing Conflict for Progress
- Mastering Workplace Politics: Enhancing Influence & Career Progression
- Self-Leadership to Increase Productivity, Work Satisfaction & Growth
- The Art of Influence & Persuasion for the Effective Leader
- What Do You "See"? Building Cultural Awareness for Stronger Teams

□ Communicates Effectively

- Assertive Communication Skills
- Building Trust: Increasing the Impact in Working with Others
- Career Reinvention for Women Leaders: Developing Your Personal Brand
- Coaching & Evaluating Performance

- Coaching for Impact: Fostering Engagement, Ownership & Results
- Communication Skills for Front-Line Leaders
- Connecting through Conversations
- Creating High-Performing Employees: Using SLII Concepts
- Driver of Positive Change
- Embracing Accountability
- Empowering Others Through Delegation
- Expanding Your Personal Influence & Impact
- Leadership Essentials: Understanding Leadership & Team Development
- Managing Conflict for Progress
- Marketing Essentials
- Navigating Difficult Conversations
- Powerful Presentation Skills
- The Art of Influence & Persuasion for the Effective Leader
- The Emotionally Intelligent Leader: Understanding Your EQ & Strategies for Leveraging It
- What Do You "See"? Building Cultural Awareness for Stronger Teams

□ Develops Talent

- Coaching & Evaluating Performance
- Coaching for Impact: Fostering Engagement, Ownership & Results
- Connecting through Conversations

- Creating High-Performing Employees: Using SLII Concepts
- Cultivating Inclusive Workplaces: Bridging Differences for Stronger Teams
- Love 'Em or Lose 'Em: Retaining & Engaging Your Critical Talent

□ Drives Engagement

- Building Trust: Increasing the Impact in Working with Others
- Communicating Across Cross-Functional Teams That Execute with Clarity & Confidence
- Connecting through Conversations
- Creating a Great Workplace Culture
- Creating High-Performing Employees: Using SLII Concepts
- Driver of Positive Change
- Effective Decision Making
- Executive Presence: Leading with Authenticity
- Leadership Essentials: Understanding Leadership & Team Development
- Leadership is Everyone's Business
- Leading Change at the First Level
- Love 'Em or Lose 'Em: Retaining & Engaging Your Critical Talent
- The Leadership Challenge
- The Power of a Positive Team

□ Drives Vision & Purpose

- Big Rocks of Life: Reaching Your Goals as a Woman in Leadership

- Creating a Great Workplace Culture
- Cultivating Inclusive Workplaces: Bridging Differences for Stronger Teams
- Driver of Positive Change
- Leadership is Everyone's Business
- The Leadership Challenge
- The Power of a Positive Team

□ Interpersonal Savvy

- Career Reinvention for Women Leaders: Developing Your Personal Brand
- Communication Skills for Front-Line Leaders
- Driver of Positive Change
- Embracing Accountability
- Executive Presence: Leading with Authenticity
- Expanding Your Personal Influence & Impact
- Navigating Difficult Conversations
- Powerful Presentation Skills
- Self-Leadership to Increase Productivity, Work Satisfaction & Growth
- The Emotionally Intelligent Leader: Understanding Your EQ & Strategies for Leveraging It

□ Manages Conflict

- Connecting through Conversations
- Managing Conflict for Progress
- Navigating Difficult Conversations

□ Organizational Savvy

- Assertive Communication Skills
- Communicating Across Cross-Functional Teams That Execute with Clarity & Confidence
- Mastering Workplace Politics: Enhancing Influence & Career Progression
- What Do You "See"? Building Cultural Awareness for Stronger Teams

□ Persuades

- Assertive Communication Skills
- Coaching & Evaluating Performance
- Communication Skills for Front-Line Leaders
- Expanding Your Personal Influence & Impact
- Marketing Essentials
- Powerful Presentation Skills
- The Art of Influence & Persuasion for the Effective Leader

□ Values Differences

- Communicating Across Cross-Functional Teams That Execute with Clarity & Confidence
- Cultivating Inclusive Workplaces: Bridging Differences for Stronger Teams
- Leadership Accelerator
- Managing Conflict for Progress
- What Do You "See"? Building Cultural Awareness for Stronger Teams

FACTOR IV: SELF

☐ Being Resilient

- Creating Your Leadership Brand & Building Professional Sustainability
- Driver of Positive Change
- Energy Management: Sustaining Performance Without Burnout
- Going from Peer to Supervisor
- Leadership Accelerator
- Leadership Effectiveness: Mastering Energy, Attention & Priorities
- Leading Change
- Leading Change at the First Level
- Powerful Presentation Skills

☐ Courage

- Creating Your Leadership Brand & Building Professional Sustainability
- Going from Peer to Supervisor
- Leadership is Everyone's Business
- The Leadership Challenge

☐ Demonstrates Self-Awareness

- Big Rocks of Life: Reaching Your Goals as a Woman in Leadership
- Career Reinvention for Women Leaders: Developing Your Personal Brand
- Creating Your Leadership Brand & Building Professional Sustainability
- Energy Management: Sustaining Performance Without Burnout
- Executive Presence: Leading with Authenticity
- Leadership Accelerator
- Leadership Effectiveness: Mastering Energy, Attention & Priorities
- Leadership Essentials: Understanding Leadership & Team Development

- The Leadership Challenge
- Using Micro-Improvements to Maximize Your Potential at Work: Individual Lean Six Sigma

☐ Instills Trust

- Building Trust: Increasing the Impact in Working with Others
- Creating a Great Workplace Culture
- Executive Presence: Leading with Authenticity
- Leadership Accelerator
- Leadership is Everyone's Business
- Love 'Em or Lose 'Em: Retaining & Engaging Your Critical Talent
- The Art of Influence & Persuasion for the Effective Leader
- The Leadership Challenge

☐ Manages Ambiguity

- Embracing Accountability
- Empowering Others Through Delegation
- Time Management & Personal Productivity

☐ Nimble Learning

- Systematic Innovation

☐ Self-Development

- Assertive Communication Skills
- Big Rocks of Life: Reaching Your Goals as a Woman in Leadership
- Career Reinvention for Women Leaders: Developing Your Personal Brand
- Creating Your Leadership Brand & Building Professional Sustainability
- Energy Management: Sustaining Performance Without Burnout
- Leadership Effectiveness: Mastering Energy, Attention & Priorities

- Leadership Essentials: Understanding Leadership & Team Development
- Powerful Presentation Skills
- The Emotionally Intelligent Leader: Understanding Your EQ & Strategies for Leveraging It
- Time Management & Personal Productivity
- Using Micro-Improvements to Maximize Your Potential at Work: Individual Lean Six Sigma

☐ Situational Adaptability

- Assertive Communication Skills
- Coaching for Impact: Fostering Engagement, Ownership & Results
- Creating Your Leadership Brand & Building Professional Sustainability
- Effective Decision Making
- Energy Management: Sustaining Performance Without Burnout
- Expanding Your Personal Influence & Impact
- Leading Change at the First Level
- Navigating Difficult Conversations
- Self-Leadership to Increase Productivity, Work Satisfaction & Growth
- Strategic Thinking for Everyday Leadership
- The Emotionally Intelligent Leader: Understanding Your EQ & Strategies for Leveraging It



**In-person only programs | ↔ 2-units per day programs*

↔ ACCOUNTING FUNDAMENTALS

**6/3 | *10/6 | 9:00 AM – 4:00 PM*

Gain a foundational understanding of financial statements and how they reflect an organization's performance. This program demystifies accounting principles, enabling you to analyze financial data and make informed decisions that align with organizational goals.

This program will help leaders:

- Understand key accounting concepts.
- Read and interpret key financial statements.
- Understand the financial implications of business decisions.

Competency / Skill: Balances Stakeholders, Business Insight, Decision Quality, Drives Results, Financial Acumen

ADVANCED GEN-AI FOR WORKPLACE EFFICIENCY

3/10 | 9:00 AM – 4:00 PM

Designed for professionals who already have a base-level understanding of generative AI tools and are looking to leverage these technologies for more strategic and innovative applications. You dive into advanced prompting techniques, explore AI-driven data analysis and visualization, and learn to integrate GenAI with other workplace tools for automation and enhanced productivity. Through hands-on activities and real-world use cases, you gain the expertise to drive significant impact within your organization using generative AI.

This program will help leaders:

- Elicit highly specific and nuanced outputs from GenAI tools using advanced prompting strategies.
- Transform raw data into actionable insights.
- Integrate GenAI with existing workplace applications to automate workflows, streamline communication, and foster cross-departmental collaboration.

Competency / Skill: Cultivates Innovation, Manages Complexity, Optimizes Work Processes, Resourcefulness, Strategic Mindset, Tech Savvy

ADVANCED PROBLEM SOLVING FOR TEAM LEADERS: LEAN SIX SIGMA GREEN BELT

6/1–2 | 8/4–5 | 11/3–4 | 9:00 AM – 4:00 PM

This two-day program is designed for you if you are a leader at any level. Gain the knowledge and skills to lead Lean Six Sigma problem-solving teams that help your organization's bottom line and produce high-quality outputs. Through demonstrations and hands-on exercises, you learn how to lead a team through the five-step Lean Six Sigma Problem Solving process, Define, Measure, Analyze, Improve, and Control (DMAIC), in conjunction with some additional advanced Lean Six Sigma tools and techniques such as Value Stream Mapping, 5S, Standard Work, and Mistake Proofing. (*Prerequisite: Essential Problem Solving for Team Members: Lean Six Sigma Yellow Belt)

This program will help leaders:

- Apply skills to lead Lean Six Sigma project teams.
- Describe the five-step Lean Six Sigma problem-solving process called DMAIC in more detail.
- Evaluate when and how to use some of the more advanced Lean Six Sigma tools and techniques.

Competency / Skill: Collaborates, Decision Quality, Drives Results, Manages Complexity, Optimizes Work Processes

ARTIFICIAL INTELLIGENCE FOR BEGINNERS: BOOSTING WORKPLACE EFFICIENCY & NAVIGATING THE LEGAL & ETHICAL ENVIRONMENT

3/9 | 10/7 | 9:00 AM – 4:00 PM

Enhance your productivity, streamline daily tasks, and better understand the evolving legal and ethical environment surrounding artificial intelligence (AI) in the workplace. In today's fast-paced work environment, efficiency and responsible technology use are essential. This program provides practical guidance on how you can leverage AI-powered tools to create time-saving shortcuts, draft polished business documents, and seamlessly integrate these technologies into your workflow. You explore a range of real-world applications, learning to use AI tools for communication, data analysis, and creative problem-solving. In addition, you examine important legal and ethical considerations related to AI use in business, including privacy, intellectual property, bias, transparency, and responsible decision-making. Through hands-on exercises and practical examples, you build the skills to apply AI tools effectively, ethically, and confidently in your day-to-day work.

This program will help leaders:

- Explore and compare a variety of popular AI platforms and tools, and gain a practical understanding of their strengths, limitations, and workplace applications.
- Brainstorm ideas, analyze data, and develop creative solutions to workplace challenges using AI-powered tools.
- Recognize key legal and ethical issues related to AI, including privacy concerns, intellectual property, bias, transparency, and organizational accountability.

Competency / Skill: Drives Results, Manages Complexity, Optimizes Work Processes, Resourcefulness, Tech Savvy

ASSERTIVE COMMUNICATION SKILLS

2/3 | 9/1 | 11/10 | 9:00 AM – 4:00 PM

Discover how to communicate your thoughts, feelings, and needs confidently while respecting the rights of others. Speaking up and advocating for yourself helps you focus on priorities and goals while better managing your time. You may say “Yes” to requests from others because you believe it demonstrates you are a good team player. However, saying “No” directly and confidently can help you gain respect and build better relationships. Learn to communicate assertively to effectively resolve issues without defensiveness.

This program will help leaders:

- Identify your limiting beliefs about acting assertively.
- Recognize how others form impressions of you based on the words you use.
- Practice saying “no” and setting boundaries.

Competency / Skill: Communicates Effectively, Organizational Savvy, Persuades, Self-Development, Situational Adaptability

BIG ROCKS OF LIFE: REACHING YOUR GOALS AS A WOMAN IN LEADERSHIP

11/9 | 9:00 AM – 4:00 PM

Learn about your power of purpose and finding your “why.” According to Inc. magazine, over 70% of people are not fulfilled in their current work and lives. How do we find our true purpose and make a career out of it? This unique leadership program is designed to help you, as a woman leader, reach your goals and achieve personal and professional growth. Through small-group discussion and reflection, you outline your roadmap to success in order to accomplish your goals. Utilize tools to identify what personal success looks like, recognize the critical building blocks for advancement, and learn strategies to further your impact and reach the next level in your career.

This program will help leaders:

- Define your purpose and the impact of a purpose-driven life.
- Create personal and professional goals.
- Implement strategies to achieve career advancement and leadership roles.

Competency / Skill: Demonstrates Self-Awareness, Drives Results, Drives Vision & Purpose, Manages Complexity, Self-Development

BUILDING TRUST: INCREASING THE IMPACT IN WORKING WITH OTHERS

4/15 | 12/1 | 9:00 AM – 4:00 PM

Trust can be hard to earn and easy to lose. What can you do to develop trust between yourself and your colleagues? The level of trust you have with colleagues or a leader determines how well you work together, listen to one another, and rely on each other to get things done. Because a trusting relationship directly drives employee retention, you examine the specific actions that build or erode trust. Based on the Building Trust Model™, Blanchard's Building Trust program teaches you how to build trust and, if it's been broken, how to repair it.

This program will help leaders:

- Recognize the impact of how your behaviors build or erode trust in the workplace.
- Apply the four elements of trust to enhance trusting relationships.
- Implement a three-step process for rebuilding trust.

Competency / Skill: Builds Effective Teams, Collaborates, Communicates Effectively, Drives Engagement, Instills Trust

➔ BUSINESS SIMULATION

*7/21–22 | *12/14–15 | 9:00 AM – 4:00 PM

This immersive simulation challenges you to integrate strategic, financial, and operational perspectives in a competitive environment. Teams manage an organization's operations, balancing profitability and long-term value creation. Insights gained from this exercise translate directly to real-world leadership scenarios.

This program will help leaders:

- Operate a business from a strategic management perspective.
- Analyze financial and operational KPIs to inform decision-making.
- Apply leadership and business principles learned throughout the program to achieve organizational success.

Competency / Skill: Business Insight, Decision Quality, Financial Acumen, Plans & Aligns, Resourcefulness

CAREER REINVENTION FOR WOMEN LEADERS: DEVELOPING YOUR PERSONAL BRAND

4/29 | 9:00 AM – 4:00 PM

This program highlights the importance of personal branding for women professionals. Personal branding is about creating an individualized marketing campaign that helps you stand out from the crowd and enables career advancement. Too often, women sell themselves short. Learn ways to utilize positive affirmation and your personal brand to succeed in your personal and professional lives. Through small group discussion and reflection, you uncover the key steps to establish your credibility, show your unique value, and distinguish yourself in your career. You learn how to create an effective social media profile with LinkedIn, Facebook, and X to further communicate a personal brand.

This program will help leaders:

- Develop a unique brand and use it to succeed in your career.
- Examine how your personal brand is essential for your professional growth.
- Leverage ways to powerfully communicate your brand and build credibility.

Competency / Skill: Communicates Effectively, Demonstrates Self-Awareness, Interpersonal Savvy, Resourcefulness, Self-Development

COACHING & EVALUATING PERFORMANCE

*1/20 | 2/11 | 5/11 | *6/23 | 8/31 | 10/28 | 9:00 AM – 4:00 PM

Strengthen your leadership impact in this hands-on program designed to enhance your management skills for today's dynamic workplace. Learn how to provide effective coaching that develops team members, addresses performance issues, and inspires peak performance. Explore best practices for conducting performance evaluations and coaching conversations that foster employee growth and ownership.

This program will help leaders:

- Describe the essential components of an effective performance evaluation process.
- Apply analytical tools to diagnose the root causes of performance challenges.
- Demonstrate coaching techniques to initiate impactful performance conversations.

Competency / Skill: Collaborates, Communicates Effectively, Develops Talent, Directs Work, Persuades

🔗 COACHING FOR IMPACT: FOSTERING ENGAGEMENT, OWNERSHIP & RESULTS

*1/12 | *3/24 | 9:00 AM – 4:00 PM

Great leaders do not have all the answers — they know how to bring out the best in others. You develop critical coaching skills that foster employee engagement and ownership. You practice coaching techniques to address performance challenges, promote development, and empower your team to achieve its full potential.

This program will help leaders:

- Identify and practice essential coaching skills to foster engagement and ownership.
- Diagnose root causes of performance gaps.
- Differentiate coaching processes in developmental and performance contexts.

Competency / Skill: Communicates Effectively, Develops Talent, Directs Work, Drives Results, Situational Adaptability

COMMUNICATING ACROSS CROSS-FUNCTIONAL TEAMS THAT EXECUTE WITH CLARITY & CONFIDENCE

3/25 | 9:00 AM – 4:00 PM

Learn to navigate the complexity of cross-functional work by improving alignment, collaboration, and execution across departments, roles, and responsibilities. This program equips you with practical tools and shared language to eliminate silos, clarify ownership, and strengthen accountability. It is designed for both intact teams and mixed groups from different organizations, with flexible formats and tools that translate across diverse work environments.

This program will help leaders:

- Diagnose the root causes of cross-functional breakdowns.
- Develop systems to improve coordination and accountability across silos.
- Utilize structured tools to define roles, responsibilities, and decision rights for your team.

Competency / Skill: Builds Networks, Collaborates, Drives Engagement, Organizational Savvy, Values Differences

COMMUNICATION SKILLS FOR FRONT-LINE LEADERS

1/12 | 4/8 | *4/29 | 8/10 | 9/28 | *11/30 | 9:00 AM – 4:00 PM

Effective communication is essential to your leadership success, especially as front-line leaders are expected to develop skills once associated with senior leadership. In this program, hone the skills needed to craft impactful messages, lead productive meetings, and build professional relationships. Learn how to communicate with clarity and foster engagement across all levels of an organization.

This program will help leaders:

- Develop communication strategies to effectively lead your team.
- Craft written and verbal messages that motivate action and build trust.
- Facilitate meetings and discussions that drive team alignment and outcomes.

Competency / Skill: Builds Networks, Communicates Effectively, Interpersonal Savvy, Optimizes Work Processes, Persuades

**In-person only programs | 🔗 2-units per day programs*

CONNECTING THROUGH CONVERSATIONS

10/21 | 9:00 AM – 4:00 PM

As a leader, much of your impact is achieved through the conversations you have every day. These interactions, especially the difficult ones, shape relationships, influence performance, and affect team engagement. In this program, you develop the skills needed to approach challenging conversations with confidence, empathy, and clarity. You learn practical strategies to strengthen trust, foster meaningful connections, and navigate difficult discussions in ways that support both positive relationships and positive results.

This program will help leaders:

- Develop the skills to communicate and respond with emotional intelligence in the workplace.
- Apply interaction skills to provide an effective path from opening to closing a productive conversation.
- Incorporate “Key Principles” into conversations and recognize how they generate effective benefits and provide meaningful and timely feedback as part of the conversation cycle.

Competency / Skill: Collaborates, Communicates Effectively, Develops Talent, Drives Engagement, Ensures Accountability, Manages Conflict

CREATING A GREAT WORKPLACE CULTURE

*6/22 | *10/12 | 9:00 AM – 4:00 PM

Learn a practical model for fostering a high-trust workplace culture that accelerates performance and strengthens employee engagement. You explore how to build trust, inspire pride, and create an inclusive environment where employees thrive and remain loyal.

This program will help leaders:

- Analyze the role of trust in workplace relationships and its implications for performance.
- Develop strategies to build and sustain a high-trust culture.
- Define current and future leadership practices to improve workplace engagement.

Competency / Skill: Builds Effective Teams, Collaborates, Drives Engagement, Drives Vision & Purpose, Instills Trust

➡ CREATING HIGH-PERFORMING EMPLOYEES: USING SLII CONCEPTS

7/15 | 9:00 AM – 4:00 PM

SLII® is one of the world's most widely taught leadership models and provides a practical framework for developing high-performing employees. In this program, you learn how to assess the needs of individuals and teams and adapt your leadership approach to provide the right level of direction and support. You explore key concepts of adaptive leadership and develop strategies to improve performance, build confidence, increase engagement, and accelerate employee growth. Through practical application and discussion, you gain tools you can immediately use to lead more effectively and achieve better results.

This program will help leaders:

- Define the values of Competence and Commitment and how a combination of these two behaviors impacts employees' performance on respective tasks and motivation.
- Increase the quality of the coaching you provide to your team members to enhance results, accountability, manager productivity, and employee satisfaction.
- Match the four Development Levels and Leadership Styles appropriately to enhance an employee's performance.

Competency / Skill: Collaborates, Communicates Effectively, Develops Talent, Directs Work, Drives Engagement

CREATING YOUR LEADERSHIP BRAND & BUILDING PROFESSIONAL SUSTAINABILITY

10/12 | 9:00 AM – 4:00 PM

Maintaining your status as a great leader takes ongoing time and commitment. It requires creating and maintaining a level of influence, presenting yourself with confidence, and remaining focused on leadership and career development. Learn how to define and strengthen your personal leadership brand, understand the importance of leadership and career goals, and develop your professional network.

This program will help leaders:

- Conceptualize your leadership brand.
- Demonstrate your influence.
- Formulate your brand presentation.

Competency / Skill: Being Resilient, Courage, Demonstrates Self-Awareness, Self-Development, Situational Adaptability

CULTIVATING INCLUSIVE WORKPLACES: BRIDGING DIFFERENCES FOR STRONGER TEAMS

10/13 | 9:00 AM – 4:00 PM

In today's dynamic work environment, embracing and leveraging differences is essential for innovation, productivity, and employee well-being. You explore generational, cultural, and other differences and examine how they shape behaviors, perspectives, and interactions in the workplace. You learn communication strategies, including curiosity-driven inquiry and empathetic dialogue techniques, to navigate varied perspectives and bridge potential divides. Through a combination of conceptual frameworks, self-reflection, and practical exercises, you gain a deeper understanding of your own values and perspectives and develop actionable strategies to foster inclusion, collaboration, and mutual understanding within your team and organization.

This program will help leaders:

- Define diversity, equity, and inclusion, and how they intersect with your organization's mission, structures, and culture.
- Create an environment where diverse identities and perspectives are valued, welcomed, and encouraged.
- Recognize how equity plays a vital role in understanding the complexities of diversity, identity, and difference.

Competency / Skill: Attracts Top Talent, Collaborates, Develops Talent, Drives Vision & Purpose, Values Differences

DRIVER OF POSITIVE CHANGE

8/3 | 9:00 AM – 4:00 PM

Driver of Positive Change is an interactive program built around Jon Gordon's best-selling book, "The Energy Bus." During this program, learn about your impact as the driver of the bus, create a positive vision, and invite your passengers (team) to be a part of your vision through inspiration, communication, and the elimination of negativity. Create a plan to regularly fuel yourself so you can fuel others. Hang on for the ride of your life as you spend the day focusing on yourself as a leader.

This program will help leaders:

- Manage how your energy influences others and how to positively manage it.
- Identify how to fuel yourself, fuel your team, and address and remove negativity.
- Practice communication and engagement to help your team toward a common vision.

Competency / Skill: Being Resilient, Communicates Effectively, Drives Engagement, Drives Vision & Purpose, Interpersonal Savvy

EFFECTIVE DECISION MAKING

*1/28 | 2/17 | 5/19 | *7/15 | 9/9 | 11/9 | 9:00 AM – 4:00 PM

Decisions shape the trajectory of your organization and career. Gain the tools and confidence to make decisions that drive innovation, enhance team morale, and improve organizational outcomes. Learn and apply proven decision-making techniques to overcome indecision, mitigate risks, and deliver results in a variety of workplace scenarios.

This program will help leaders:

- Analyze the consequences of your past, present, and future decisions to understand their broader impact.
- Identify personal tendencies and biases that influence your decision-making processes.
- Apply structured guidelines and strategies to improve your decision quality and outcomes.

Competency / Skill: Decision Quality, Drives Engagement, Drives Results, Manages Complexity, Situational Adaptability

EMBRACING ACCOUNTABILITY

6/15 | 9/22 | 9:00 AM – 4:00 PM

You transform your team's productivity and morale by embracing a culture of personal and shared ownership. When you take ownership of the success or failure of tasks, projects, or initiatives, then a more productive environment of trust, alignment, communication, and accountability can be created. Work with hands-on tools and relevant, contemporary examples, to dramatically help you and your team embrace and demonstrate more accountability for expected deliverables. Learn how to create an environment of ownership for your results that creates clear agreements, execution of plans, and success for your team and you.

This program will help leaders:

- Apply a clearer, more constructive approach to accountability and how it contributes to individual responsibility, empowerment, and better results.
- Evaluate the frequency and consistency of your own accountability behaviors and determine actions to better model and inspire accountability throughout your teams.
- Deploy the Accountability Cycle, the most essential element for ongoing success.

Competency / Skill: Communicates Effectively, Ensures Accountability, Interpersonal Savvy, Manages Ambiguity, Plans & Aligns

🔗 EMPOWERING LEADERS FOR THE AI-DRIVEN FUTURE

*7/28–29 | 9:00 AM – 4:00 PM

This two-day program is designed for senior leaders, people managers, and technical leaders who may not be managing people but have a great deal of influence over business decisions. Receive a comprehensive foundation in artificial intelligence (AI) and its strategic applications in business. Through interactive activities, real-world case studies, and hands-on planning tools, you gain the knowledge and confidence to lead AI-driven transformation in your organization. The program combines technical insights with leadership strategies, enabling you to assess AI readiness, select impactful use cases, and drive responsible implementation with cross-functional support. Upon completion, you earn a certified digital badge.

This program will help leaders:

- Define the strategic value and application of AI in modern business.
- Evaluate, prioritize, and plan AI initiatives aligned with business goals.
- Develop leadership capabilities to drive AI adoption and organizational change.

Competency / Skill: Action Oriented, Cultivates Innovation, Drives Results, Strategic Mindset, Tech Savvy

EMPOWERING OTHERS THROUGH DELEGATION

3/16 | 9:00 AM – 4:00 PM

Delegating responsibilities effectively helps you to work smoothly and productively to achieve your goals. Develop this critical skill to increase your productivity, create growth opportunities, empower team members, and expand accountability for results across the organization. You use a personal delegation assessment to analyze unique delegation challenges and group exercises to increase accountability for yourself and your teams.

This program will help leaders:

- Increase productivity with a proven delegation approach.
- Evaluate employee progress without micromanaging.
- Create tailored growth opportunities for team members through intentional task delegation.

Competency / Skill: Communicates Effectively, Directs Work, Drives Results, Manages Ambiguity, Resourcefulness

ENERGY MANAGEMENT: SUSTAINING PERFORMANCE WITHOUT BURNOUT

4/14 | 9:00 AM – 4:00 PM

High performance is not just about managing your time—it's about managing your energy. In today's fast-paced work environment, competing priorities, constant interruptions, and increasing demands can drain your focus and effectiveness. This program helps you understand the factors that influence your physical, mental, and emotional energy and provides practical strategies to work more intentionally throughout the day. You will assess your current energy patterns, identify common energy drains, and develop habits that help you maintain focus, resilience, and productivity. By learning how to align your energy with your most important work, you can improve performance, enhance well-being, and reduce the risk of burnout.

This program will help leaders:

- Assess your current energy patterns and identify factors that increase or deplete your physical, mental, and emotional energy throughout the workday.
- Apply practical energy management strategies to improve focus, productivity, resilience, and overall effectiveness at work.
- Create a personalized energy management plan that aligns your daily habits and priorities with your most important responsibilities and goals.

Competency / Skill: Being Resilient, Demonstrates Self-Awareness, Drives Results, Self-Development, Situational Adaptability

ESSENTIAL PROBLEM SOLVING FOR TEAM MEMBERS: LEAN SIX SIGMA YELLOW BELT

2/10 | 5/19 | 7/13 | 9/8 | 9:00 AM – 4:00 PM

Designed for all employees who want to learn basic problem-solving. You gain the knowledge and skills to be an effective and valuable team member on a Lean Six Sigma problem-solving team. In this program, you learn how to use the five-step Lean Six Sigma Problem Solving process, Define, Measure, Analyze, Improve, and Control (DMAIC).

This program will help leaders:

- Learn the basic knowledge and skills to be an effective team member on a Problem-Solving team.
- Understand the five-step Problem-Solving process called DMAIC.
- Understand when and how to use some of the most commonly used Problem-Solving tools and techniques.

Competency / Skill: Cultivates Innovation, Drives Results, Manages Complexity, Optimizes Work Processes, Plans & Aligns

➡ EXECUTIVE PRESENCE: LEADING WITH AUTHENTICITY

*2/4 | *6/9 | 9:00 AM – 4:00 PM

Leaders enhance their executive presence by aligning actions with core values and personal brand. You explore how authenticity and strategic self-presentation foster trust and credibility, elevating your influence and leadership impact.

This program will help leaders:

- Define a personal leadership brand and identify strategies to strengthen executive presence.
- Assess key components of executive presence and identify areas for growth.
- Apply principles of authentic leadership to strengthen trust and influence.

Competency / Skill: Demonstrates Self-Awareness, Drives Engagement, Drives Results, Instills Trust, Interpersonal Savvy

EXPANDING YOUR PERSONAL INFLUENCE & IMPACT

2/17 | 8/11 | 10/19 | 9:00 AM – 4:00 PM

Influence is not determined by position alone. It is built through credibility, trust, relationships, and the ability to connect ideas to what matters most to others. In this program, you assess your current network, identify key stakeholders, and explore practical strategies for building trust and gaining commitment without relying on formal authority. Rooted in the B.U.I.L.D. model for becoming a stronger strategic partner, this session helps you strengthen your ability to influence from any seat in the organization. Through reflection, discussion, and application, you practice framing and presenting an idea using a persuasive, audience-centered approach.

This program will help leaders:

- Assess your current network of relationships to identify key stakeholders and opportunities to strengthen credibility, trust, and influence within your organization.
- Analyze stakeholder priorities, perspectives, and potential sources of resistance to build support for your ideas and initiatives.
- Apply a five-step persuasive communication process to develop and deliver audience-focused messages that increase commitment and engagement.

Competency / Skill: Communicates Effectively, Drives Results, Interpersonal Savvy, Persuades, Situational Adaptability

🔗 FINANCE FOR NON-FINANCIAL MANAGERS

*6/16 | *10/27 | 9:00 AM – 4:00 PM

This program simplifies complex financial concepts, equipping you with tools for strategic financial decision-making. You learn to evaluate financial strength and understand key drivers of value, empowering you to contribute effectively to organizational success.

This program will help leaders:

- Explain foundational financial principles, including financial ratios and statement analysis.
- Apply time value of money calculations to assess investment opportunities.
- Analyze financial decisions using tools like NPV, IRR, and cost-benefit analysis.

Competency / Skill: Balances Stakeholders, Business Insight, Decision Quality, Financial Acumen, Strategic Mindset

GOING FROM PEER TO SUPERVISOR

2/16 | *4/13 | 6/16 | 8/17 | *10/7 | 11/2 | 9:00 AM – 4:00 PM

Transitioning from peer to supervisor is a pivotal step in leadership. Discover tools to navigate this shift successfully. Learn how to build credibility, manage relationships, and lead teams with confidence and clarity through group exercises, discussions, and skills practice.

This program will help leaders:

- Explain the challenges of transitioning into a supervisory role.
- Demonstrate key behaviors that establish your credibility and authority.
- Implement strategies to effectively manage and support your team members during transitions.

Competency / Skill: Being Resilient, Collaborates, Courage, Directs Work, Resourcefulness

LEADERSHIP ACCELERATOR

*5/26–27 | 9:00 AM – 4:00 PM

Successfully navigate the transition from individual contributor to leader by developing your self-awareness and emotional intelligence. In this intensive two-day program, you build critical skills like collaboration, empathy, and resilience. Through the Everything DiSC Workplace® assessment and engaging group activities, you gain deep insight into your personal leadership style, build confidence, and develop practical tools you can immediately apply to increase your organizational impact. Upon completion, you earn a certified digital Leadership Accelerator badge.

This program will help leaders:

- Utilize your Everything DiSC Workplace® style insights to adapt your communication approach and facilitate productive teamwork.
- Analyze the diverse behavioral styles and motivations of team members to anticipate their unique pressures and leadership needs.
- Formulate a personal leadership action plan containing practical strategies to constructively manage stress and navigate workplace transitions.

Competency / Skill: Being Resilient, Collaborates, Demonstrates Self-Awareness, Instills Trust, Values Differences

➔ LEADERSHIP EFFECTIVENESS: MASTERING ENERGY, ATTENTION & PRIORITIES

*4/22 | *12/2 | 9:00 AM – 4:00 PM

Today's leaders perform at a high level while navigating constant change, competing priorities, and relentless distraction. In this interactive program, you learn a more effective leadership model by mastering your energy, training your attention, creating an intentional mindset, and establishing healthy boundaries. You examine how your internal operating system influences the way you show up, make decisions, and connect with others, especially under pressure. Through practical tools, reflection, and real-time application, you develop the ability to lead with greater clarity, resilience, and intention.

This program will help leaders:

- Evaluate how your current use of energy, attention, and priorities impacts effectiveness and overall performance under pressure.
- Apply strategies to regulate emotional energy, train attention, and establish boundaries that support sustained performance and effective leadership.
- Analyze how mindset and internal narratives influence responses to stress, decision-making, and relationships within their team.

Competency / Skill: Action Oriented, Being Resilient, Demonstrates Self-Awareness, Drives Results, Self-Development

LEADERSHIP ESSENTIALS: UNDERSTANDING LEADERSHIP & TEAM DEVELOPMENT

8/19 | 9:00 AM – 4:00 PM

Leadership begins with understanding yourself and your team. This interactive program uses the Everything DiSC Workplace® assessment to provide personalized insights into workplace priorities, motivators, and stress triggers. You learn how to adapt your style to work more effectively with others, fostering collaboration and enhancing team performance. Discover strategies to build high-performing teams that deliver exceptional results.

This program will help leaders:

- Analyze personal workplace behaviors to identify strengths and areas for improvement.
- Identify strategies to build and sustain high-performing teams.
- Develop actionable plans to work effectively with individuals of diverse workplace styles.

Competency / Skill: Builds Effective Teams, Communicates Effectively, Demonstrates Self-Awareness, Drives Engagement, Self-Development

LEADERSHIP IS EVERYONE'S BUSINESS

*2/25 | 3/16 | 6/24 | *8/12 | 10/14 | 12/1 | 9:00 AM – 4:00 PM

Leadership is not determined by titles or positions. In this transformative program, use The Five Practices of Exemplary Leadership® and The Leadership Challenge® Self Empowered™ self-assessment to gain clarity about your leadership strengths and uncover opportunities for growth. Discover actionable strategies to inspire others and drive meaningful change.

This program will help leaders:

- Discover leadership strategies that you can apply across roles and levels within an organization.
- Analyze your leadership strengths and opportunities for improvement.
- Apply The Five Practices of Exemplary Leadership® to foster engagement and inspire collaboration.

Competency / Skill: Collaborates, Courage, Drives Engagement, Drives Vision & Purpose, Instills Trust

➡ LEADING CHANGE

*7/14 | *12/16 | 9:00 AM – 4:00 PM

Develop actionable skills to navigate and implement organizational change. You examine proven models, analyze and understand the human dynamics of change, and create strategies to lead teams effectively through transitions.

This program will help leaders:

- Evaluate internal and external factors driving organizational change.
- Compare and contrast change models to identify effective practices.
- Develop and practice proven change leadership skills that are adaptable to your situation.

Competency / Skill: Being Resilient, Cultivates Innovation, Customer Focus, Manages Complexity, Plans & Aligns

LEADING CHANGE AT THE FIRST LEVEL

*2/9 | 3/2 | 6/10 | *7/28 | 9/30 | 11/16 | 9:00 AM – 4:00 PM

Change is a constant in the modern workplace, and you play a critical role in helping your team navigate it successfully. Develop the resilience and adaptability needed to lead through change. Gain insights into anticipating, planning for, and implementing change while building your competence in guiding teams through transitions.

This program will help leaders:

- Identify the core elements of change resilience and how to cultivate them.
- Develop strategies to anticipate, plan for, and manage organizational change effectively.
- Implement change leadership tactics to support and empower your team during transitions.

Competency / Skill: Being Resilient, Builds Effective Teams, Drives Engagement, Manages Complexity, Situational Adaptability

↔ LOVE 'EM OR LOSE 'EM: RETAINING & ENGAGING YOUR CRITICAL TALENT

9/28 | 9:00 AM – 4:00 PM

Discover how to stop the talent drain and nurture the loyalty of your top performers, even in a low-cost or time-constrained environment. Moving beyond standard perks and pay, you learn to provide the meaningful work, growth opportunities, recognition, and targeted support that employees actively seek. Through this program, you apply a menu of practical, high-impact strategies to immediately drive higher levels of engagement and retention within your team.

This program will help leaders:

- Examine why employee engagement matters to you, the people on your team, and the organization.
- Recognize the significant influence that managers have as “Talent-Focused Leaders” to impact engagement and retention.
- Review 26 different engagement practices and action tips for leaders, including practice in asking questions and conducting Stay Conversations.

Competency / Skill: Builds Effective Teams, Develops Talent, Drives Engagement, Drives Results, Instills Trust

MANAGING CONFLICT FOR PROGRESS

6/29 | 9:00 AM – 4:00 PM

Designed to equip you with foundational skills to successfully manage conflict in a constructive way in order to produce a more positive outcome. When you hear the word CONFLICT, you may cringe! But...why? Conflict is not bad. Conflict is a natural process of development. This program teaches you how to manage conflict productively rather than stagnating you or your team, ensuring you and your team function successfully.

This program will help leaders:

- Describe the benefits of conflict and how you can use it positively by removing the mental barrier that conflict is “bad.”
- Identify your conflict management style and the benefits and challenges of this style.
- Practice moving and propelling yourself through conflict situations through application of conflict management.

Competency / Skill: Collaborates, Communicates Effectively, Drives Results, Manages Conflict, Values Differences

↔ MARKETING ESSENTIALS

*2/23 | *5/11 | 9:00 AM – 4:00 PM

You investigate essential marketing concepts, such as customer segmentation, brand positioning, and the marketing funnel. Through group discussions, you examine real-world cases and formulate strategies to drive organizational growth.

This program will help leaders:

- Analyze market positioning and its relationship to organizational goals.
- Review marketing strategies using segmentation and decision models.
- Discuss the marketing funnel and how to optimize customer engagement and retention.

Competency / Skill: Balances Stakeholders, Business Insight, Communicates Effectively, Customer Focus, Persuades

MASTERING WORKPLACE POLITICS: ENHANCING INFLUENCE & CAREER PROGRESSION

5/12 | 9:00 AM – 4:00 PM

As you progress in your career, one of your strongest desires is to have more influence over what happens at work. You may be an amazing performer, but having technical expertise and a strong work ethic can only take you so far. To influence decision-making in your organization, it is essential that you understand the increasing role that workplace politics play as you ascend the career ladder. EVERY organization is political, and a failure to recognize that and to operate successfully within political environments can make a difference. In this high-energy, interactive session, you assess your current political skill, explore various workplace politics scenarios, and create an action plan for your future career.

This program will help leaders:

- Redefine politics as a valuable influence tool.
- Identify your level of political acumen.
- Develop steps to operate with political savvy and practice using workplace politics skills.

Competency / Skill: Balances Stakeholders, Builds Networks, Collaborates, Organizational Savvy, Resourcefulness

NAVIGATING DIFFICULT CONVERSATIONS

1/26 | 4/20 | *6/15 | 7/27 | 10/13 | *12/14 | 9:00 AM – 4:00 PM

Difficult conversations are a critical component of leadership and can significantly impact team dynamics and organizational outcomes. Practice a structured approach to handling challenging discussions with confidence and empathy. Learn how to manage your emotions, foster understanding, and drive positive outcomes using a proven five-step conversation model.

This program will help leaders:

- Analyze potential costs of avoiding difficult conversations to your personal and organizational success.
- Demonstrate the steps of a positive conversation model to prepare for and initiate impactful discussions.
- Identify techniques to regulate your emotions and support constructive dialogue during challenging conversations.

Competency / Skill: Communicates Effectively, Interpersonal Savvy, Manages Complexity, Manages Conflict, Situational Adaptability

➔ OPERATIONS MANAGEMENT

*3/18 | *11/17 | 9:00 AM – 4:00 PM

Discover how to optimize operations to drive efficiency and customer satisfaction. This program covers tools and strategies for managing business processes and supply chains, emphasizing their impact on overall performance.

This program will help leaders:

- Identify key tools and techniques in operations and process management.
- Evaluate the role of operations in delivering customer value.
- Review strategies to enhance efficiency and reduce costs through operational excellence.

Competency / Skill: Business Insight, Decision Quality, Manages Complexity, Optimizes Work Processes, Resourcefulness

**In-person only programs | ➔ 2-units per day programs*

POWERFUL PRESENTATION SKILLS

5/20 | 9/29 | 9:00 AM – 4:00 PM

In today's workplace, technology plays an integral role in how you communicate, but effective presentation skills remain essential for influencing others and achieving desired outcomes. Whether you are presenting to clients, motivating employees, leading meetings, or showcasing products and services, your ability to communicate with confidence and clarity matters. In this program, you develop practical business presentation skills that help you engage your audience, influence behavior, and deliver compelling messages. You learn techniques to reduce nervousness, create effective visual aids, and build stronger connections with your audience to maximize your impact.

This program will help leaders:

- Gain tips to reduce nervousness and increase confidence while presenting.
- Structure a presentation for optimal audience engagement.
- Utilize powerful visuals to complement your message.

Competency / Skill: Being Resilient, Communicates Effectively, Interpersonal Savvy, Persuades, Self-Development

PROJECT LEADERSHIP

6/10 | 9/9 | 9:00 AM – 4:00 PM

Managing the day-to-day activities of a project is only part of the equation. Successful project leaders also build high-performing teams, make and implement effective decisions, and communicate with and influence stakeholders beyond the core project team. In this program, you develop the leadership skills needed to effectively lead project teams, navigate stakeholder relationships, and drive successful project outcomes.

This program will help leaders:

- Identify, communicate with, and influence stakeholders.
- Develop a productive project team.
- Apply structured decision-making frameworks to resolve day-to-day project challenges and implement solutions across the team.

Competency / Skill: Balances Stakeholders, Decision Quality, Directs Work, Optimizes Work Processes, Plans & Aligns

PROJECT MANAGEMENT ESSENTIALS

3/2–3 | 6/23–24 | 10/27–28 | 9:00 AM – 4:00 PM

In this two-day program, you focus on the practical skills, tools, and techniques used to effectively manage all phases of a project, including initiation, planning, execution and control, and closing. You spend approximately 40% of the program working on a hands-on case study, where you collaborate in small groups to clarify project goals and objectives, identify deliverables, create a work breakdown structure, build a project schedule, and determine the project's critical path. Whether you are currently managing or contributing to a project, or preparing to take on a project role in the future, this program provides practical experience and tools you can immediately apply in your work.

This program will help leaders:

- Build fluency in the basic terminology of project management, including life cycles.
- Create a charter to successfully initiate a project.
- Determine project scope and create a usable project schedule.

Competency / Skill: Decision Quality, Directs Work, Drives Results, Manages Complexity, Plans & Aligns

SELF-LEADERSHIP TO INCREASE PRODUCTIVITY, WORK SATISFACTION & GROWTH

7/20 | 9:00 AM – 4:00 PM

Designed for individual contributors, managers, and leaders who want to be more productive and satisfied at work. You explore how perceived limitations impact your success and learn to challenge your “Assumed Constraints” by leveraging your “Five Points of Power.” You discover the importance of being proactive and identify ways to align your approach with leadership styles that can provide the direction and support you need to succeed. Through a management questionnaire, you gain insight into your self-leadership perceptions and identify opportunities for growth. Finally, you learn to use a one-on-one tool that enhances conversations and strengthens the partnership between you and your manager.

This program will help leaders:

- Identify “Assumed Constraints,” which are those perceived barriers that can be transcended or avoided.
- Describe the “Five Sources of Power” at work and how each can be activated to help achieve goals, along with experiencing greater autonomy and competence.
- Apply a common language of leadership around specific support needs between a leader and team member.

Competency / Skill: Action Oriented, Collaborates, Interpersonal Savvy, Resourcefulness, Situational Adaptability

STRATEGIC MANAGEMENT

*4/8 | *11/3 | 9:00 AM – 4:00 PM

Analyze business environments and develop competitive strategies to build your strategic thinking skills. You engage with tools for external and internal analysis, enabling you to make informed recommendations that strengthen your organization's strategic positions.

This program will help leaders:

- Outline core elements of strategic management frameworks.
- Apply analytical tools to assess opportunities, threats, strengths, and weaknesses.
- Dissect a current case and apply key data points within the strategic management framework.

Competency / Skill: Business Insight, Cultivates Innovation, Manages Complexity, Plans & Aligns, Strategic Mindset

STRATEGIC THINKING FOR EVERYDAY LEADERSHIP

8/12 | 9:00 AM – 4:00 PM

Strategic thinking is not about job titles or five-year plans. It is about pausing to ask better questions, recognizing opportunities, and understanding how your work contributes to the bigger picture. In this program, you develop a strategic mindset that helps you move beyond day-to-day tasks and focus on what matters most. Through practical tools and engaging exercises, you strengthen your ability to think proactively, make informed decisions, and align your actions with desired outcomes.

This program will help leaders:

- Build habits that help you zoom out and think proactively, getting out of reactive mode.
- Spot patterns, trends, and priorities that lead to better actions and better outcomes.
- Learn to consistently think strategically in a way that inspires daily clarity and action for yourself and your teams.

Competency / Skill: Business Insight, Global Perspective, Manages Complexity, Situational Adaptability, Strategic Mindset

SYSTEMATIC INNOVATION

10/5 | 9:00 AM – 4:00 PM

Designed for anyone who wants to take their creativity and innovation skills to the next level. You explore the neurological factors that can limit creative thinking and learn practical strategies to overcome them. Using the groundbreaking Theory of Inventive Problem Solving (TRIZ) innovation templates, you systematically generate new ideas and develop innovative products in real time. Through hands-on application, you practice the patterns that have guided many of history's greatest inventions and strengthen your ability to approach challenges with a more innovative mindset.

This program will help leaders:

- Identify and overcome common barriers to creativity and innovation.
- Apply TRIZ innovation templates to systematically generate new ideas and product concepts.
- Evaluate, refine, and implement ideas in real-world situations using an innovation pipeline process.

Competency / Skill: Cultivates Innovation, Drives Results, Manages Complexity, Nimble Learning, Resourcefulness

**In-person only programs | ⇄ 2-units per day programs*

➡ THE ART OF INFLUENCE & PERSUASION FOR THE EFFECTIVE LEADER

*5/27 | *7/8 | 9:00 AM – 4:00 PM

In nearly every leadership interaction — whether managing teams, negotiating with stakeholders, aligning cross-functional initiatives, or communicating vision — you influence others. Leadership requires the ability to persuade others to act, gain buy-in, or adapt. Regardless of your industry or role, effective communication remains one of the most valuable tools in your leadership toolkit. You build influence, craft compelling and persuasive messages, and strengthen your delivery using proven techniques. Whether you champion change, lead through complexity, or seek executive buy-in, you gain practical strategies to elevate your influence.

This program will help leaders:

- Identify and apply the six elements of influence by recognizing how influence operates within organizations and in your own leadership practice.
- Craft more persuasive messages by using the three modes of persuasion—ethos, logos, and pathos—to distinguish persuasive from non-persuasive communication and shape messages that drive buy-in.
- Deliver persuasive communication with greater impact by improving the structure and tone of delivery.

Competency / Skill: Collaborates, Communicates Effectively, Drives Results, Instills Trust, Persuades

THE EMOTIONALLY INTELLIGENT LEADER: UNDERSTANDING YOUR EQ & STRATEGIES FOR LEVERAGING IT

12/2 | 9:00 AM – 4:00 PM

Emotional intelligence is a critical leadership skill that helps you navigate workplace relationships, adapt to changing situations, and achieve meaningful results. In this program, you discover your strengths and opportunities for growth through a personalized assessment and interactive exercises. You gain a deeper understanding of how your emotions and behaviors influence others and develop practical strategies to increase your agility, enhance your effectiveness, and strengthen your impact as a leader.

This program will help leaders:

- Develop an understanding of emotional intelligence and how it affects workplace performance.
- Build self-awareness of your individual emotional intelligence by interacting with a customized assessment.
- Practice flexing to other mindsets and approaches to build better workplace relationships and increase effectiveness.

Competency / Skill: Communicates Effectively, Drives Results, Interpersonal Savvy, Self-Development, Situational Adaptability

🔗 THE LEADERSHIP CHALLENGE

*4/6–7 | *8/4–5 | 9:00 AM – 4:00 PM

In today's rapidly changing environment, successful organizations thrive by fostering leadership at all levels. This program equips you with the confidence and skills to apply proven leadership practices grounded in the acclaimed book *The Leadership Challenge*. You use a 360° assessment to evaluate your current leadership behaviors and identify actionable areas for improvement aligned with *The Five Practices of Exemplary Leadership*®.

This program will help leaders:

- Analyze the role of leadership in overcoming complex challenges.
- Evaluate personal leadership strengths and areas for development.
- Apply *The Five Practices of Exemplary Leadership*® to program and real-world scenarios.

Competency / Skill: Courage, Demonstrates Self-Awareness, Drives Engagement, Drives Vision & Purpose, Instills Trust

THE POWER OF A POSITIVE TEAM

11/30 | 9:00 AM – 4:00 PM

Leadership is not just about what you accomplish—it is also about what you inspire, encourage, and empower others to achieve. In this program, you explore the principles that help create positive, high-performing teams and workplace cultures. You learn how to lead with optimism, strengthen trust and connection, foster engagement and commitment, and bring out the best in those around you. Through practical strategies and insights, you develop the skills needed to build stronger teams and achieve sustainable results.

This program will help leaders:

- Implement a more positive mindset in your day-to-day leadership interactions and sustain positivity through challenges.
- Create clarity through a strong vision and focused actions to stay engaged and moving forward.
- Leverage the 4C's (communication, connection, commitment, and care) to develop strong relationships and drive excellence through love and accountability.

Competency / Skill: Builds Effective Teams, Drives Engagement, Drives Results, Drives Vision & Purpose, Ensures Accountability

TIME MANAGEMENT & PERSONAL PRODUCTIVITY

1/27 | 3/24 | *5/13 | 7/7 | 9/15 | *11/10 | 12/7 | 9:00 AM – 4:00 PM

Time is your most valuable resource. Explore proven techniques to optimize your schedule, prioritize tasks, and overcome productivity barriers. Leave with actionable strategies to enhance your effectiveness and achieve measurable results, both individually and within teams.

This program will help leaders:

- Uncover obstacles to your personal and team productivity.
- Apply effective time and priority management tools and techniques.
- Create sustainable practices for maintaining high productivity.

Competency / Skill: Manages Ambiguity, Optimizes Work Processes, Plans & Aligns, Resourcefulness, Self-Development

USING MICRO-IMPROVEMENTS TO MAXIMIZE YOUR POTENTIAL AT WORK: INDIVIDUAL LEAN SIX SIGMA

4/1 | 9:00 AM – 4:00 PM

Designed for employees at all levels of an organization. Learn to maximize your potential at work with an individual improvement system that helps you continuously upgrade the skills and processes that impact your daily work. During this program, you learn the three-step process for continuous improvement.

This program will help leaders:

- Create and achieve goals that improve both you and your organization.
- Design optimized workflows that eliminate waste and reduce task completion time.
- Apply techniques to improve work relationships.

Competency / Skill: Action Oriented, Demonstrates Self-Awareness, Optimizes Work Processes, Plans & Aligns, Self-Development

WHAT DO YOU “SEE”? BUILDING CULTURAL AWARENESS FOR STRONGER TEAMS

3/30 | 9:00 AM – 4:00 PM

Culture used to be a concern mainly for those working across borders. Today, with people moving from everywhere to everywhere, micro- and macro-cultural differences shape how we communicate and collaborate every single day — often without us realizing it.

In this program, leaders gain a clearer understanding of culture’s role in team dynamics, along with hands-on experience with three practical diagnostic tools for decoding individual preferences and underlying tensions. The result: sharper self-awareness and concrete strategies to align your team around shared goals.

This program will help leaders:

- Explain how macro- and micro-cultural forces shape communication and collaboration within teams.
- Apply three diagnostic tools to identify personal preferences and surface the hidden tensions that slow teams down.
- Use those insights to build alignment and strengthen collaboration within their own teams.

Competency / Skill: Builds Effective Teams, Collaborates, Communicates Effectively, Organizational Savvy, Values Differences