



A Leadership Development Opportunity!

“Developing Nonprofit Leaders”

This special 6-month program is designed to develop the leadership skills in new or experienced **Program Manager/Director** level staff who supervise other program staff and/or volunteers. Program coordinator level staff who do not currently supervise others but who wish to advance into management roles will also find this experience helpful to develop the skills needed to effectively lead others within their agencies.

FOUNDATIONAL COURSES

<u>Session</u>	<u>Cohort I</u>	<u>Cohort II</u>
Effective Communication Skills	Feb 16	July 19
Understanding & Applying Your Strengths	March 15	August 16
Conflict Resolution Skills PART I - Responding with Greater Self Awareness	April 19	September 13
Conflict Resolution Skills PART II - Strategies for Effectiveness	May 17	October 11
Coaching & Giving Feedback	June 14	November 8
Leadership Development Plan	July 12	December 13

ASSESSMENT TOOLS

- *Myers Briggs Personality Indicator*
- *CliftonStrengths*

At each session, participants will receive tools, resources and templates that can be readily applied back in their agencies. A full leadership development improvement plan is provided at the end of the program, along with resources to support their ongoing growth. Registration fee includes cost of assessments and materials.

Registration Fee: 6-part series just \$350.00

All sessions held in person
8:30 a.m. – 12 noon

Register and pre-pay online by Feb 2 for Cohort I; by July 1 for Cohort II at
www.mvnonprofitcollaborative.org/events

Questions? Contact Jenny Warner at info@mvnonprofitcollaborative.org or 937.477.2438

Seats are limited, so register today!

Understanding Personality Type for More Effective Communication Skills

Communication skills are key to effective supervision skills, so Jenny Warner, MVNC Executive Director and Consultant with Warner Hargrove Consulting, LLC will launch our series with this session. Jenny is a certified facilitator of the Myers Briggs Personality Indicator and will lead the group through their results to identify their own style, and provide tips on how to communicate effectively with others of different styles. You'll receive your own assessment results and many handouts to better understand how to apply your Myers Briggs style at work and in your personal life.

Understanding & Applying Your Strengths

The CliftonStrengths assessment is one of the most widely used tools for individual development and teambuilding in the world. Lindsay Pitstick, certified Strengths Coach, will lead this session to understand what a strength is, how to leverage those strengths in your career, and how to use the tool to build teams.

Conflict Resolution Skills PART I - Responding with Greater Self Awareness

Conflict can be a challenge or a chance for leadership development. How you handle it, and model it yourself, can affect your team's performance and morale. Attend our 2-part program with Aaron Primm, Mediation Specialist, City of Dayton Mediation Center to develop practical skills for responding with greater self-awareness and effectiveness. This first session introduces the early signs of workplace conflict, and both the Destructive and Constructive Cycles of conflict.

Conflict Resolution Skills PART II – Strategies for Effectiveness

Ongoing conflicts often impact our ability to productively interact with others. The challenge individuals often face in conflict situations is not lacking skills, but rather the inability to use those skills in those difficult moments. This second session provides strategies for greater self-awareness, strength and openness to better prepare for and hold difficult conversations.

Coaching & Giving Feedback

Tara McCafferty, SPHR - SoFo Solution Focused HR, LLC will take participants through how to effectively establish rapport with employees, set expectations, and then get an employee back on track if expectations are not met. Attendees will practice and receive a handout on the Four-Step model to giving performance feedback.

Leadership Development Plan

To wrap up our program and give participants an action plan to continue their development, Jenny Warner of Warner Hargrove Consulting, will help attendees build their own leadership profile of their strengths, values, and accomplishments, as well as an area on which to focus their ongoing development.

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