



## **SIGNATURE LEADERSHIP PROGRAM – 2020**

### **CBC Federal Credit Union**

#### **Workshop One – March 31, 2020**

1. *Having Tough Conversations*

Whether a performance issue or feuding employees, having difficult conversations is never easy. But avoiding those conversations makes the situation worse. We'll give you tips on how to address the elephants in the room and hear best practices from your colleagues.

2. *From Onboarding To Welcoming*

Do you remember your first day at work? Your first week? Studies show that effective onboarding can substantially increase retention rates. It's more than just a checklist or reviewing the employee handbook.

3. *The Self-Transformer: Balancing Work-Life (Whatever that is)*

Continuing our Self-Development Transformer series, we'll find ways to make work and life more fluid yet separate. Understand how to untether when it's time to untether, and learn the neuroscience around the benefits of shutting down.

#### **Workshop Two – June 24, 2020**

1. *Making the Decision: Advanced Selection Techniques*

We'll delve deeply into the selection process. Far more than simply "I like this person", we have dozens of selection techniques that have worked in some of the most successful hire. You find which works best for you..

2. *From Managing to Mentoring: What Employees Really Look For*

How can you become an effective mentor? As more employees are looking for direction in their careers, they look to their leaders to become that mentor. But mentorship is a learned function. And we'll show how the best mentors act, what they do, and how they create value in those around them.

3. *The Courage To Lead*

Make no mistake - it takes courage to lead. In fact, it's doubtful anyone is capable of leadership without courage. It takes courage to point out wrongs, to fire an employee, to deliver bad news. It's an essential component of leadership..

### **Workshop Three – September 15, 2020**

1. *Retention Strategies in an Era of Turnover*

We'll identify - specifically for you and your company - the best practices for retaining great employees in your workplace.

2. *Creating Trust, Transparency & Presence*

Surveys now show these three critical components a leader needs in order to be effective. We'll discuss how to create trust, transparency and presence as a leader and for your team. This will be a highly interactive session, and we expect a lot of conversation around what works and doesn't work at your company.

3. *State of the Workforce*

An overview of trends, best practices and research on the forces that are shaping the way leaders need to lead in today's workplace. This presentation lays the foundation for the entire program: understanding why contemporary leadership must change to adapt to the forces in the workplace..

### **Workshop Four – December 3, 2020**

1. *Weaknesses*

Based on Eric's latest book, being released in December 2020. We'll identify your true weaknesses (not those you discuss in a job interview) and find ways and means to become a stronger leader by embracing your weaknesses (not the other way around).

2. *The Everyday Manager™: Discipline & Discharge*

Continuing our essentials of management series, we discuss contemporary best practices on discipline and discharge of employees.

3. *Creating a Culture, and Re-Defining "Cultural Fit"*

Is it truly necessary to hire exclusively for your culture? What is a "cultural fit"? Creating a culture doesn't mean everyone thinks and acts alike. But it does mean people are aligned with your mission, vision, values and goals..



### Sessions For Future Workshops

1. Becoming a Destination Leader
2. Conducting Effective Meetings (Communication 102)
3. Corporate Social Responsibility
4. Creating a Culture For Your Team
5. Creating a Culture of Innovation
6. Critical Thinking Skills
7. Developing Future Leaders & Succession Planning
8. Developing Your Unique Style & Presence
9. Employee Engagement & The Modern Workforce
10. Employment Branding & EVP
11. FakeWork/TWI
12. Feedback at a Higher Level
13. Generating the Next Level of Trust
14. How to Interview, Select & Hire (P)
15. Innovation
16. Integrating Kolbe® Into Your Leadership Style
17. Intentional Leadership
18. Intrapreneurship – Developing Leadership Projects for NextGen
19. Kill The Company
20. Learning Impactful Leadership Skills\*
21. Managing Remote Employees
22. NextGen Techniques & Strategies
23. Performance Management 201: The Next Level
24. Performance Management for Today's Workforce
25. Personal Motivation
26. Rise/Fall of Soft Skills
27. Talent Acquisition Strategies
28. The Art of Recognition
29. Understanding How To Lead Leaders
30. Using Social Media to Your Leadership Advantage