



### TALENT ACADEMY OBJECTIVES

- Create greater leader self-awareness so that leaders have a roadmap for behavioral success.
- Adapt natural leadership tendencies to better lead, motivate, direct, and develop direct reports.
- Communicate more effectively and provide feedback for greater impact and action in others.
- Coach to proactively boost the productivity of performers and build competence in those that may be falling short.
- Deal with conflict by having employees take ownership of their conflict and providing support for overcoming conflict.
- Engage and retain talent by identifying what matters most to each and then responding appropriately.
- Drive change by identifying those that are resisting and tailoring an approach to gain their buy in.
- Diagnose the root causes of team conflict and non-collaboration. Apply concepts learned in a capstone case study.

Delivered one half-day (8:30 AM to 12:30 PM Pacific) every week comprising 8 total sessions.

### 2023-24 Open Enrollment Fee & Registration Details

- \$275 per registrant** state subsidized\*
- \$950 per registrant** non-subsidized (1 or 2 registrants)
- Save 10% when registering 3 or more** in one cohort (non-subsidized registrations only)

#### Registration Details

Facilitation via **Zoom**. Trainees need to be in a private space **with (1) their own computer, (2) webcam on and (3) connected audio** (phone or computer). Binders with materials, planners, resources will be sent via USPS one week before program starts.

\* **State Subsidized:** Pre-authorized to use Talent Authority's CA state funding. Contact Training@TheTalentAuthority.com for details. Once materials are sent, employers will be invoiced for missed sessions / ineligible trainees at \$100 per session (max \$800). \$275 enrollment fee, once invoiced, is non-refundable. Trainees must earn at least \$22.66 or more per hour (see registration details).

**To Register and Find More Dates:**  
[www.TalentAcademyForLeaders.com](http://www.TalentAcademyForLeaders.com)

### 2023-24 Virtual Cohort Dates | 8:30a-12:30p (Pacific)

	2023	2023	2024	2024	2024
Competencies Developed	Wednesdays	Tuesdays	Thursdays	Tuesdays	Wednesdays
<b>1</b> Leading   Behaviors	Sep 6	Oct 31	Jan 25	Mar 19	May 15
<b>2</b> Everything DiSC Style	Sep 13	Nov 7	Feb 1	Mar 26	May 22
<b>3</b> Communications	Sep 20	Nov 14	Feb 8	Apr 2	May 29
<b>4</b> Coaching	Sep 27	Nov 21	Feb 15	Apr 9	Jun 5
<b>5</b> Conflict	Oct 4	Nov 28	Feb 22	Apr 16	Jun 12
<b>6</b> Engagement   Retention	Oct 11	Dec 5	Feb 29	Apr 23	Jun 19
<b>7</b> Change	Oct 18	Dec 12	Mar 7	Apr 30	Jun 26
<b>8</b> Teamwork	Oct 25	Dec 19	Mar 14	May 7	Jul 3

*In Person, Instructor-Led Customized Training Available contact **Jeffrey Hull** (jeff@TheTalentAuthority.com)*

### Week

#### 1 **Leading | Behaviors.**

Leaders should inspire, motivate and empower those around them. This can be very challenging for virtual teams or leaders that are leading remotely. The best leaders must have a "Leadership Mindset" and possess self-awareness and skills to manage and perpetuate an environment where people are encouraged to take initiative and assume greater responsibilities. This course helps leaders get aligned with the values of great leaders and to get started with the behaviors that reflect those values.

#### 2 **Everything DiSC Style.**

Leaders must successfully engage, motivate, and develop their people, but how? Leaders take the DiSC assessment and are then given the tools to discover their personal management style and, most importantly, to receive insight into directing, delegating, and motivating others. In turn, they will implement strategies to support long-term development. For those clients that utilize Predictive Index (PI), tools and content will be covered utilizing this tool.

#### 3 **Communications.**

Do more and be more. Leaders hear this within their organization; however, are not given tools to make this happen. The foundational tool is a set of strong interpersonal skills giving leaders the ability to inspire action in others. Leaders who possess these tools, can better accomplish goals by mobilizing and engaging organizational talent. In this course, leaders the best practices in how to establish rapport, build trust, include others, foster accountability, and motivate talent. They also learn the fundamentals of providing feedback and documenting conversations to ensure tasks are successfully completed.

#### 4 **Coaching.**

Organizations can no longer settle for just decent coaching from their leaders. In today's fast paced workplace, leaders must possess the ability to quickly assess business priorities, the capabilities of internal talent, and expertly navigate the coaching necessary to build successful teams. Leaders must inherently know when to optimize each coaching opportunity because the excuse of not having time is no longer acceptable. Leaders must recognize both high and under-performing individual contributors; and have the skills to coach for improvement. Here, leaders learn four critical coaching techniques that will assist them in challenging situations and conversations. Guidance is provided to leaders on how to ask those effective and insightful questions, how to increase employee engagement, and how to acknowledge and/or demonstrate appreciation.

#### 5 **Conflict.**

Leaders learn how to recognize the early signs of destructive conflict and how to de-escalate situations by taking appropriate and timely action to minimize damage amongst team members. In this course, leaders build onto the communication and coaching skills learned by focusing on resolutions tactics that resolve conflict before it impacts performance, profitability, or productivity.

#### 6 **Engagement | Retention.**

Without question employee engagement is the primary driver behind successful business strategy execution. Research has proven that satisfied and motivated employees equate to higher organizational performance. No one directly affects engagement more than the employee's immediate leader. These leaders set the tone for engagement and retention so everyday actions matter. The cost of a disengaged employee is extraordinarily high since those disengaged impact those that are engaged. Leaders learn how to conduct insightful discussions that help them better understand what drives a team member's engagement and ultimately, how to use that information to proactively engage and retain their team members.

#### 7 **Change.**

Most workplace change initiatives are not successful. For a change initiative to be successful, organizations need leaders who can turn resistance into support and inspire team members to take ownership. With change, it's not necessarily about "the what", but "the how." Leaders in this course learn the skills needed to get direct reports on-board more quickly with the change process, from implementation within the team to creating an agile business environment where people are more receptive to change and more committed to its success.

#### 8 **Teamwork.**

A leader's misdiagnosis of the root causes of non-collaboration by team members or team conflict may lead to more-strained working dynamics and poor performances within the team. Leaders must consider the capabilities, styles, and motivators of individuals, and the teams' overall ability to work together. Often, there are more systemic conditions that undermine a team's cohesiveness, collaboration, or ability to achieve goals. An emphasis is placed on leaders and how they can focus their energy to drive their teams to build the infrastructure that enables and encourages maximum performance. In this final Talent Academy course, groups present major lessons learned from each module, the impact of the skills on themselves and their organizations, and how they will continue to apply the skills learned.