



# Reality Frontline Leadership Series

This series will be using the Everything DiSC® model as the framework for self-awareness as a leader. Participants will identify their behavioral profile, capitalize on their strengths, increase their appreciation of different profiles, and adjust their behavior to meet others' needs. Subsequent sessions will build on this theory, enhancing their "Leadership Tool Box" with few simple models that will enhance effectiveness in your workplace. Reality is theory and application based: learners practice using newfound skills so they can be comfortably applied back at work.

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## **Session 1 Discovering your DiSC® Style** **August 12th & 18th** **2 (3) hour sessions**

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- Identify your style and explore the priorities that drive you during the workday  
Discover the similarities and differences among the Disc® styles
- Understanding other Styles  
Identify what challenges you have when working with each Disc ® style  
Use the Disc® model to understand the people you work with each day  
Current work day versus ideal work day
- Building More Effective Relationships  
Practice using Disc® to build effective relationships

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## **Session 2 Open Communication to Achieve Performance** **August 26th** **(3) hour session**

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- Create a Climate of Open Communication
- Be an Amazing Listener; The EAR Model
- Communicate Expectations So Other can be Successful
- Follow Up

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## **Session 3 Getting Behavior Back on Track** **September 2nd** **3) hour session**

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- Identifying the Issue: Competence or Commitment
- Using Thomas Kilman Indicator of Conflict Resolutions
- Integrating DiSC® Styles around Giving and Receiving Feedback
- Applied Learning using Role Play

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## **Session 4 Leaders and the Law** **September 10th** **(3) hour session**

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- Develop a working knowledge of the laws affecting Supervisors
- Understand how and when to discipline an employee
- Conducting Performance Reviews
- Documentation
- Harassment
- ADEA, FMLA, HIPPA

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**TIME: 7:30AM—10:30AM**

**Cost: ALL SESSIONS HELD AT THE CHAMBER OF COMMERCE CONFERENCE ROOM**

\$495.00 per person (entire series)

\$465.00 per person (for 3 or more attendees from the same company)

**Series cost includes:**

15 hours of instruction, all materials, refreshments

To register:

616-842-0529