



Session One: *Leadership Framework and Tools*

Wednesday, October 6, 2021 8:00 a.m. – 12:00 p.m.

Jennifer James, Deputy County Administrator, Mary Beth Van Till, Strategy and Performance Manager, Amy Rollston, Director of Human Resources and Tamber Bustance, Senior Learning and Development Specialist

This session lays a foundation for examining your role as a leader. You will assess your leadership ability and your personal performance against a framework of fundamental management and leadership principles for achieving success. Additionally, you will examine how the Predictive Index, Cultural Intelligence and Emotional Intelligence may assist you as a leader.

Session Two: *Leadership and Communication*

Wednesday, October 13, 2021 8:00 a.m. – 4:30 p.m.

Hilary Arthur, 63rd District Court Administrator and Magistrate and Adam London, Chief Health Administrator

You will practice communication and conflict management skills in regard to leadership decisions. You will also have an opportunity to look closer at the performance development process and best practices on performance conversations.

Teams meet to discuss Capstone project.

Session Three: *Leadership Tools*

Wednesday, October 20, 2021 8:00 a.m. – 12:00 p.m.

Amy Rollston, Director of Human Resources, Darius Quinn, Human Resources Manager and Tamber Bustance, Senior Learning and Development Specialist

You will take a deeper dive into The Predictive Index in order to explore how the tool assists with team dynamics in regard to communication, conflict management and decision making. You will also take a closer look at the Cultural Intelligence tool to determine how it is a useful tool for self examination as well as its role in the performance conversations.

Teams meet to discuss Capstone.



Session Four: *Leading with Emotional Intelligence*

Wednesday, November 3, 2021 8:00 a.m. – 4:30 p.m.

Tamber Bustance, Senior Learning and Development Specialist

In this session, you will examine Daniel Goleman's Emotional Intelligence Model: self-awareness, self-management, social skills/awareness, which includes building trust and empathy.

Teams meet to discuss Capstone.

Session Five: *Leadership Capstone*

Wednesday, November 10, 2021 8:00 a.m. – 12:30 p.m.

Jennifer James, Deputy County Administrator, Amy Rollston, Director of Human Resources and Tamber Bustance, Senior Learning and Development Specialist

In the Leadership Capstone, you will have the opportunity to apply the various leadership tools from the LEAD courses in a demonstration to peers. Teams will address a real life issue and utilize one or more of the leadership tools in order to provide solutions to the issue.