DION LEADERSHIP

Building the Skillsets and Mindsets of Today's Leaders

A Comprehensive Collection of In-Person and Live-Online Learning Solutions

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COURSE CATALOG
2024

AWARDS & AFFILIATIONS

Dion Leadership is a proud recipient of the
following awards and affiliations:

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WHAT'S NEW FOR 2024 FROM OUR FOUNDER AND CEO

Since our founding, Dion Leadership has remained focused on helping leaders build the **skillsets and mindsets** they need for success today and in the future. This catalog represents the culmination of that commitment and our subsequent body of work. On the following pages, you'll find a comprehensive collection of course offerings optimized for both in-person and instructor-led online learning.

Every year our clients and the work we do with their leaders inspire us to continue to innovate—developing new courses, evolving existing courses, and partnering with other best-in-class firms to bring you a wide array of engaging and practical content.

This past year, we found organizations focusing on three unique talent development needs:
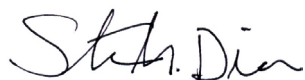
- Working better in **teams** and managing in a variety of **virtual environments**

- Leading more effectively during times of **uncertainty and ambiguity**

- Developing large populations of first-time leaders in **foundational** managerial and leadership skills

To support these trends, our instructional design team developed two new learning experiences: **Leading with Agility** and **Strategic Thinking**. These courses can stand on their own or be combined with our more extensive leadership development programs.

We are also excited to announce a new partnership to bring content from **Healthy Companies International** to our clients. Their flagship course, **Grounded® and Conscious Leadership**, is for senior-level advanced leaders looking to take their skillsets and mindsets to the next level. The program, described on page 39 of this catalog, is built on Dr. Bob Rosen's 30 years of research and experience in this space.

I am excited to share this catalog with you! Please reach out to our team for help in designing a leadership development program in 2024 and beyond. We're passionate about helping leaders lead better.

Best,

Steve Dion, Founder and CEO

IN-PERSON, LIVE-ONLINE, AND LEARNING PLATFORM OPTIONS

Dion Leadership is committed to offering a comprehensive set of course topics and multiple delivery methods to support a variety of learning needs. As a result, most of our courses are offered as both **In-Person** or **Live-Online** learning experiences. These options allow organizations the flexibility to provide leadership development options that meet their needs and spark connections among learners regardless of their location.

For our Live-Online offerings, we've adapted our well-established In-Person content for delivery using the Zoom online meeting platform, allowing our expert facilitators and learner groups to engage in real time. Our Live-Online courses are typically delivered across two or three 2-hour or 3-hour sessions delivered on consecutive days, or whatever best suits organizational and learner needs.

These programs are based in Dion Leadership's **online learning platform**. Through this platform, learners access course overviews, participant materials, and links to the live learning events. The platform also provides access to any self-paced learning that accompanies the live event, including readings, videos, self-assessments, and personal reflections that typically take about 15 to 20 minutes to complete.

After the course, learners return to the platform to access post-session challenges that provide opportunities to apply and extend learning, as well as course evaluations that provide us with immediate feedback on the learners' experience.

LEADERSHIP DEVELOPMENT PROGRAMS

The flagship of Dion Leadership's group development solutions is our selection of **award-winning leadership programs**. We are pleased to offer several well-established paths to support, challenge, and develop leaders at all levels. These programs feature learning experiences developed from research-based best practices to develop skills and behaviors relevant to leadership success in today's workplace.

We utilize a customized approach to support, challenge, and develop leaders at all organizational levels. These programs feature learning experiences developed from research-based best practices to develop skills and behaviors relevant to leadership success in today's workplace.

Our leadership programs are designed considering these five components:

1. PLANNING & DESIGN

- Information gathering to identify learning goals, learner profiles, schedule requirements, and resources, conducted in collaboration with client
- Mapping of learning goals to existing content
- Materials creation
- Project management and governance

5. SUSTAINABILITY

- Pre- and post-program evals
- Development planning
- Action planning
- Leadership manifestos or cohort commitments
- Post-session challenges
- Accountability partnerships
- Manager conversation guides

LEADERSHIP DEVELOPMENT PROGRAM ELEMENTS

2. ASSESSMENT

- 360/multi-rater tools used in leadership coaching
- Normed and validated third-party self-assessment tools inform and personalize select workshop content

3. WORKSHOP CONTENT

- Interactive live online or in-person workshops curated from our content library
- Topical content on critical skills customizable to desired outcomes
- Self-paced and group action learning activities
- Expert facilitators
- Curated models and best practices applied in real-world context
- Networking and social opportunities

4. LEADERSHIP COACHING*

- Participant-selected certified coaches
- Assessment debriefing
- One-on-one coaching to formal development plan
- Support for application of new skills learned in workshop

* Optional Component

You can learn more about our award-winning **leadership development programs** by scanning this code:

Together, these five components create a complete learning experience, typically conducted over the course of 9 to 12 months, leading to mindset shifts and more effective workplace behaviors.
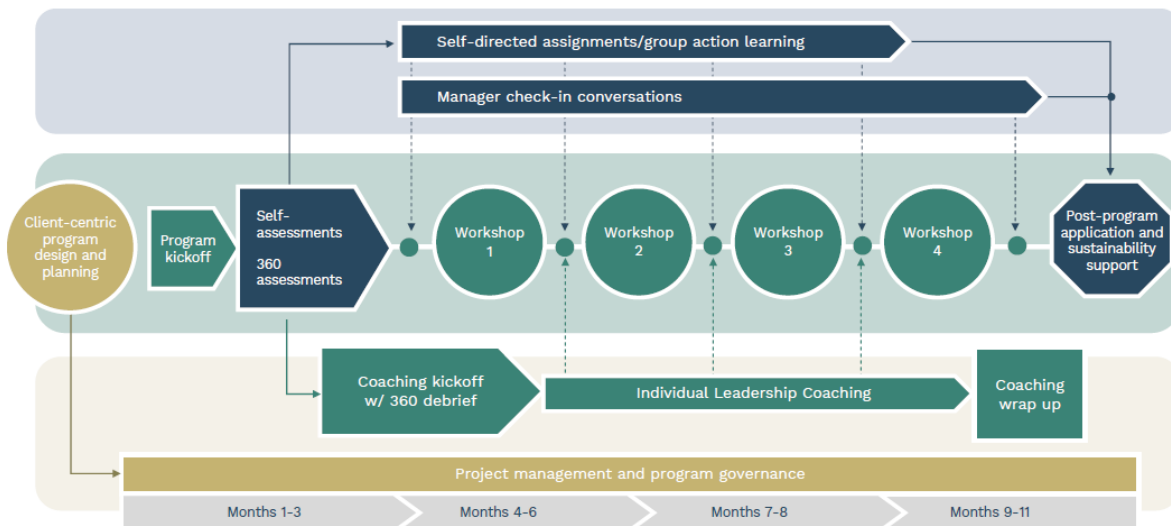
Courses from this catalog are assembled into custom programs for the following learner groups:

- Executives
- High-Potential Leaders
- New, Mid-Level, and Senior Leaders
- First-Level Leaders and Supervisors
- Professional-Level Staff and Individual Contributors

Delivery is configured into a series of multi-day sessions based on work schedules, travel considerations, corporate calendars, and other requirements. Each program can be expanded to target high-potential employees with the addition of features such as 360-degree evaluations, individual coaching, peer mentoring, social and networking events, and capstone projects. We also have industry-specific programs, including manufacturing and healthcare leadership.

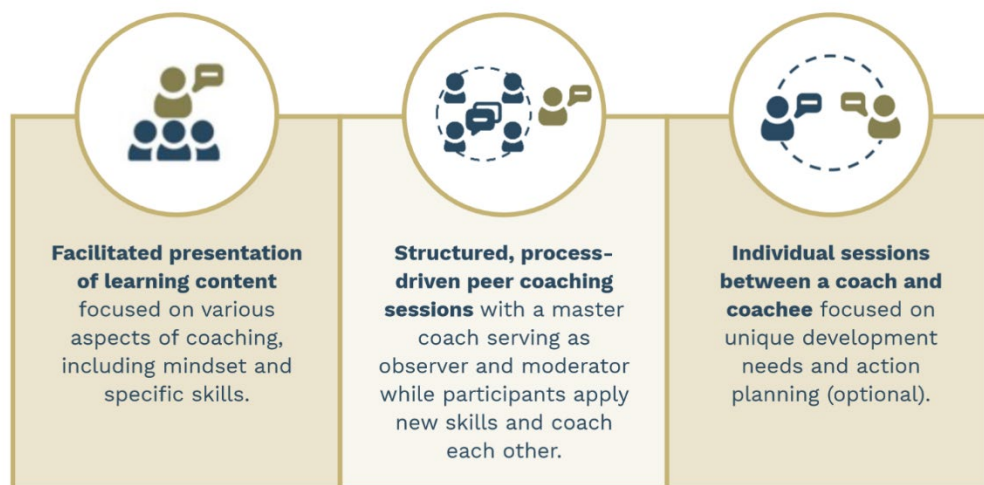These programs can utilize our **learning platform**, which provides access to self-paced work, course materials, and links for Live-Online events. Post-learning support includes customized job aids to be used by learners' managers to promote meaningful coaching conversations and the application of new skills and insights. For more information on program design and scheduling options, drop us anote at **LetsTalk@dionleadership.com**.

GROUP COACHING

Group coaching is an innovative approach to leader development that connects leaders and learning in a fresh, dynamic way. A blend of **individual and peer coaching with facilitated learning experiences** to develop participants' coaching skills, group coaching:

- Emphasizes self-awareness as the foundation for individual growth
- Establishes personalized learning goals
- Builds peer networks based on feedback, accountability, vulnerability, and support
- Cultivates skills and practices that nurture effective coaching relationships
- Validates expected learning behaviors and outcomes among a like group of learners

These programs typically last several months and include multiple rounds of up to **three different components**:

Facilitated presentation of learning content focused on various aspects of coaching, including mindset and specific skills.

Structured, process-driven peer coaching sessions with a master coach serving as observer and moderator while participants apply new skills and coach each other.

Individual sessions between a coach and coachee focused on unique development needs and action planning (optional).

Organizations from a range of industries have found group coaching a good fit for their culture and budget requirements. For more information on program design and scheduling options, drop us a note at LetsTalk@dionleadership.com.

You can download our e-book *Group Coaching: A New Application for Leadership Coaching* by scanning this code:

DION LEADERSHIP

ACCOUNTABILITY AT WORK

Effective leaders expect accountability in all aspects of employee performance, from day-to-day actions and decisions to the achievement of long-term goals. In this course, participants will examine their current attitudes toward and approaches to accountability, beginning with their ability to model it. They will also explore the dynamics of accountability and learn the behaviors and practices that set the foundation for a culture of accountability on a team or in an organization.

LEARNERS WILL:

- Discuss the importance of accountability to the success of the individual, team, and organization
- Explore the accountability/victim dynamic and the effect of intrinsic and extrinsic factors that affect accountability
- Discuss accountability from the perspective of a leader and an employee
- Review best practices for creating a culture of accountability on a team
- Create action plans to improve skills and practices for building accountability

WHY THIS MATTERS:

A key element of performance management involves holding employees accountable for results. Both individual and organizational performances are enhanced when accountability leads to the achievement of goals and objectives.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions plus self-paced prework

See also: Delegation and Accountability

ADMIRED LEADERS

Many of our ideas about leadership are shaped by our personal experiences. We all know of leaders whose style earned our admiration—and those whose left us frustrated or unimpressed. This course provides learners with opportunities to reflect on what effective leaders do and say to bring out the best in others, the qualities of effective leaders, and personal leadership values. These qualities are then applied to the organization's values or standards of success to give leaders the context they need to demonstrate these values or standards in their roles every day as they strive to be a leader others admire.

LEARNERS WILL:

- Consider the characteristics of admired leaders and what makes a leader successful
- Explore effective leadership in the context of the organization's values and standards of success

WHY THIS MATTERS:

This approach explores the intersection between personal style and organizational expectations to help learners determine how they want to show up as leaders in order to most effectively impact both individuals and the business.

DELIVERY OPTIONS:

In-Person: 2 hours

Live-Online: One 2-hour Instructor-led session plus self-paced prework

BUILDING RESILIENCE

Resilience gives us the ability to find new ways to behave and do business when the old ways don't work anymore. Now more than ever, these new ways affect almost every aspect of life. This course provides learners with information, tools, and strategies to build resilience and help individuals successfully navigate stressful and difficult times. This course utilizes a four-part model that explores awareness, exposure, recovery, and mindset as key aspects of building resilience.

LEARNERS WILL:

- Understand how resilience impacts their work life
- Demonstrate more resilience and respond differently to challenging life events
- Establish a practice and ability to regularly recover, adapt, and grow for stronger workplace well-being
- Create a personalized action plan

WHY THIS MATTERS:

The human brain is hardwired to be more heavily impacted by negative events. The ability to bounce back from that impact is a marker of personal well-being and leader effectiveness.

DELIVERY OPTIONS:

In-Person: 2 hours

Live-Online: One 2-hour instructor-led session plus self-paced prework

See also: Leading with Agility; Mindset for Leaders

BUILDING AND SUSTAINING A QUALITY CULTURE

In a manufacturing environment, leaders set the tone for how a team approaches and manages quality issues in their work. This focus of this session is on how leaders can create and support an environment where team members are willing and able to fully engage and take ownership for the highest possible levels of productivity and quality. Learners will reflect on their own quality-related behaviors and explore how communication and feedback skills are at the core of efforts to create a quality culture.

LEARNERS WILL:

- Understand their role as a leader in building and sustaining a quality culture
- Observe, model, and reinforce three key quality behaviors
- Relate how their actions as leaders drive ownership by encouraging passion and pride in the workplace

WHY THIS MATTERS:

Quality begins with ownership at all levels of the manufacturing process. Leaders with the behaviors and skills that positively affect their teams' approach to work are key to building a quality culture.

DELIVERY OPTIONS:

In-Person: Half day

See also: Communicating with Impact; Effective Feedback

BUSINESS ACUMEN SIMULATION: XSIM

Dion Leadership has partnered with a leading global custom business simulation creator to offer programs to support the application of our leadership development curriculum. XSIM is business strategy game that helps learners develop business leadership skills by assuming the role of key members of the executive leadership team at a successful global organization. Through the course of this simulation, learners must deal with 10 dilemmas that are recurrent for leaders in any business. To do so, they must understand P&Ls, read and react to market changes, manage the customer value chain, assess leading and lagging indicators, resolve problems and make trade-offs, and respond to unexpected challenges and opportunities.

LEARNERS WILL:

- Use experiential learning to apply a range of business skills and strategies to successfully lead an organization through various dilemmas

- Analyze information and implement tactics to successfully navigate various business situations

- Collaborate with team members to make decisions that move the organization forward

WHY THIS MATTERS:

This learning modality is a form of "serious gaming" that encourages the development of business skills by presenting testing and realistic business scenarios and asking the learners to make informed decisions, championing the concept of "learning by doing."

DELIVERY OPTIONS:

Live-Online: Can be delivered in 4- or 6-hour versions

You can learn more about our **business simulation offerings** by scanning this code:

CHANGE LEADERSHIP

This course teaches the skills individuals need to navigate and lead others through times of change. Learners will explore the nature of change in the workplace and become aware of their personal styles and tendencies when faced with a change situation. They will also learn reasons people resist change and explore the stages people go through when moving through change. This information will allow them to effectively navigate change themselves and provide leadership and insight to others in change situations.

LEARNERS WILL:

- Discuss the importance of accountability to the success of the individual, team, and organization
- Explore the accountability/victim dynamic and the effect of intrinsic and extrinsic factors that affect accountability
- Discuss accountability from the perspective of a leader and an employee
- Create action plans to improve skills and practices for building accountability

WHY THIS MATTERS:

Change in the workplace is constant, and this approach explores self-awareness regarding change readiness. These techniques address ways to handle resistance to change and the tools that enable the successful management of the people side of change.

ASSESSMENT:

- Change Style Indicator (optional)

DELIVERY OPTIONS:

In-Person: Half day or full day

Live-Online: Two 2-hour instructor-led sessions plus self-paced prework

See also: Change Management Simulation: CHAPTER

CHANGE MANAGEMENT SIMULATION: CHAPTER

Dion Leadership has partnered with a leading global custom business simulation creator to offer programs to support the application of our leadership development curriculum. CHAPTER is a high-performing teams business game that develops change management and team process improvement skills. Through the course of the simulation, learners must develop a compelling change narrative, demonstrate an understanding of social dynamics and build rapport, deal with different attitudes to change, and make effective change interventions. Applied skills include understanding the relationship between change and process, operating an effective team, managing team meetings and communications, achieving alignment and support, making decisions under pressure, demonstrating agility, managing time, and processing new information effectively. These simulations create an immersive learning experience that is supported by post-activity review and feedback. In addition to their utility in learning programs, these simulations are also suitable as a team-building activity at group events.

LEARNERS WILL:

- Use experiential learning to understand the relationship between change and process
- Analyze information and implement tactics to influence team members to gain alignment for change
- Collaborate with team members to make decisions to affect change

WHY THIS MATTERS:

This learning modality is a form of "serious gaming" that encourages the development of business skills by presenting testing and realistic business scenarios and asking the learners to make informed decisions, championing the concept of "learning by doing."

DELIVERY OPTIONS:

Live-Online: Can be delivered in 4- or 6-hour versions

See also: Change Leadership

You can learn more about our **business simulation offerings** by scanning this code:

COACHING SKILLS FOR LEADERS

A leadership coach is a thinking partner whose specific purpose is to support the development of an individual's personal and professional potential. The concepts of mindset, trust, and presence are examined in the context of Dion Leadership's cognitive behavioral learning-based coaching process. Learners practice important coaching techniques and engage in self-reflection. They also develop the ability to both model and coach critical leadership skills. Proven techniques for coaching challenging people are also discussed.

LEARNERS WILL:

- Define coaching and its role in a professional environment
- Compare and contrast coaching and mentoring
- Impart a coaching mindset
- Learn cognitive behavioral learning theory and approaches
- Explore active listening and powerful questioning as key coaching skills
- Enable reflection and identification of coaching skills to be developed

WHY THIS MATTERS:

Coaching techniques enable leaders to develop others in a more effective, sustainable way. Employees with a leader who demonstrates a coaching-style approach to development feel more empowered and engaged.

DELIVERY OPTIONS:

In-Person: Half day or full day

Live-Online: One 4-hour instructor-led session

See also: The Coaching Intensive

DION LEADERSHIP

THE COACHING INTENSIVE

This six-part workshop series combines assessments, individual coaching, self-study and reflection, and coaching practice. Learners gain critical knowledge, insights, and skills that align with the competencies of the International Coach Federation (ICF). Learning topics include the Dion Leadership Coaching Model, mindset, presence, powerful questioning, mindfulness, personal style, emotional intelligence, ethics, trust, communication, conflict management, change management, goal setting, accountability, and commitment to the coaching relationship.

LEARNERS WILL:

- Acquire and apply a range of coaching skills, techniques, and concepts that reflect established industry standards and competencies

- Improve self-knowledge as the foundation for skill building through assessments, personal coaching experiences, cohort relationships, and practice

- Define a point of view and personal commitment to coaching by creating an integrated plan to sustain growth and development as a coach

WHY THIS MATTERS:

Our holistic approach enables and reinforces the development of critical coaching competencies. Learners will be prepared to test for ICF coaching certification upon completion.

ASSESSMENTS:

- Profilor 360 Assessment, Everything DiSC Workplace® Profile, Thomas Kilmann Conflict Mode Instrument, EQ-i 2.0, and MRG Individual Directions Inventory

DELIVERY OPTIONS:

In-Person: Six full-day workshops, 15 hours of individual coaching, with additional learning activities

See also: Coaching Skills for Leaders

COLLABORATING FOR ORGANIZATIONAL IMPACT

This program explores collaboration in an environment where goals, resources, and responsibilities may align or compete. Our proprietary model presents collaboration as a process, noting how it differs from cooperation and consensus and emphasizing the necessary skills. Learners will receive defined steps that simplify the collaboration process and are practical and applicable. Learners will also have an opportunity to practice new skills using business scenarios and plan for application when they return to the workplace.

LEARNERS WILL:

- Explore the requirements for collaboration and partnership in the modern workplace
- Identify and avoid the common barriers to effective collaboration
- Determine when and how to collaborate for impact
- Discuss and apply the DRIVE model of collaborating for impact
- Practice and apply effective collaboration skills and approaches to real business scenarios

WHY THIS MATTERS:

An increasingly complex and global workplace demands a more sophisticated approach to collaboration to achieve success. The ability to collaboratebetween individuals, teams, and functions is therefore critical in a range of industries and roles.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 90-minute instructor-led sessions plus self-paced prework

See also: Leading in a Matrix

DION LEADERSHIP

COMMUNICATING WITH IMPACT

Communication is a complex process that is essential to the success of individuals, teams, and organizations. Communicating with Impact combines the theoretical with the practical to present communication as an essential business tool that builds relationships, increases productivity, and underpins results when done effectively. The practical and impactful skills learned in this course are immediately applicable.

LEARNERS WILL:

- Explore communication as a process
- Practice the Three *V*s of communication and assertive communication skills
- Explore and practice communication techniques, including active listening, questioning, and demonstrating empathy
- Identify barriers to effective communication
- Develop team guidelines for use of various communication channels

WHY THIS MATTERS:

The ability to communicate in a way that is effective, concise, and appropriate is crucial at all levels of an organization, and thus it is a critical skill to examine and develop. The frequency and quality of communication across the organization increases as individuals become more skilled and self-aware, leading to more trust and better rapport.

DELIVERY OPTIONS:

In-Person: Half day or full day

Live-Online: Two 2-hour instructor-led sessions plus self-paced prework

See also: Impactful Presentations; Listening Intelligence for Leaders and Teams (LIFT)

CONFLICT MANAGEMENT

What makes workplace conflict negative or positive is the way in which it is handled. This course approaches conflict as a productive, healthy, and necessary aspect of workplace interactions. Learners gain self-awareness about their preferred conflict style and examine which styles are most effective in specific situations. Learners also practice a model for planning a productive and healthy conflict conversation.

LEARNERS WILL:

- Define conflict and explain how conflict is healthy and necessary
- Describe the five styles of conflict
- Explain how their natural conflict style affects their approach to conflict
- Recognize the potential advantages and disadvantages of using different conflict modes in a given situation
- Apply the skills and behaviors of Dion Leadership's Healthy Conflict Conversation Model

WHY THIS MATTERS:

Conflict in the workplace is unavoidable. What can be avoided, however, is the stress and loss of productivity and trust that can go with it. When individuals have the insight and tools to approach conflict as a necessary, productive experience, they solve problems more efficiently and build stronger relationships.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions plus self-paced prework

See also: Everything DiSC® Productive Conflict; Productive Conflict Management

COURAGEOUS LEADERSHIP

This program examines the importance of courage in a leadership context. Learners will explore the factors that enable or limit a leader's ability to demonstrate courage in general and in the culture of their organization. They will reflect on their own mindset and behaviors and identify opportunities to break out of their comfort zone and act with greater courage in the workplace. The learning experience includes an opportunity for practice and concludes with action planning and personal commitment.

LEARNERS WILL:

- Explore the requirements for collaboration and partnership in the modern workplace
- Identify and avoid the common barriers to effective collaboration
- Determine when and how to collaborate for impact
- Discuss and apply the DRIVE model of collaborating for impact
- Practice and apply effective collaboration skills and approaches to real business scenarios

WHY THIS MATTERS:

Today's complex business challenges frequently require leaders to act with courage. Leaders rely on courage to give them the confidence to take risks, make decisions, and advocate for new ideas and innovation, all of which can be differentiators of success.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 90-minute instructor-led sessions plus self-paced prework

See also: Leading Teams; Leading with Agility; Coaching Skills for Leaders

CREATING WORK-LIFE ALIGNMENT

Subtitled *Four Essential Strategies to Help Employees Reduce Work-Life Conflict, Increase Engagement, and Improve Well-Being,* this e-learning course was created for anyone who directly manages people, from first-line supervisors to senior leaders. The goal of the program is to help managers learn ways they can improve work-life alignment for their employees through four focus areas. This program was created in collaboration with Dr. Ellen Kossek (Purdue University) and Dr. Leslie Hammer (Portland State University and Oregon Health & Science University), who have been researching and writing about work-life issues for nearly three decades. A kit that enables organizations to facilitate a post-learning debrief is also available.

LEARNERS WILL:

- Understand the individual and organizational value of supervisor behaviors that support their employees' achievement of work-life alignment
- Explore the current state of personal perceptions, barriers, and behaviors related to supporting work-life alignment
- Learn the details of four specific behaviors that supervisors exhibit to support work-life alignment among their employees
- Create an action plan to improve or broaden the demonstration of these behaviors

WHY THIS MATTERS:

Research proves an employee's ability to align their work and personal responsibilities positively impacts employee engagement, retention, and well-being. This is critical as organizations seek ways to attract and retain top talent.

DELIVERY OPTIONS:

Live-Online: 90-minute facilitated workshop following the completion of six self-paced online modules

Online: Six self-paced modules that take about 90 minutes total to complete

You can download our e-book *Managing for Well-Being* by scanning this code:

DION LEADERSHIP

CRITICAL THINKING

This course explores the concept of critical thinking, methods and models for making sound decisions, and proven approaches to solving problems. Learners will examine the core issues that drive problems and increase their awareness of personal tendencies and styles in situations that require critical thinking. Learners apply these concepts and skills in a group case study to practice and reinforce what they have learned.

LEARNERS WILL:

- Explore a critical-thinking framework for analyzing business issues
- Understand the hidden influences that affect thinking and decision quality
- Apply criteria to discern when a critical-thinking approach is required
- Explore the five decision styles and when to use them
- Review practical tools to apply day-to-day business decisions and problems

WHY THIS MATTERS:

Jobs and professional relationships are increasingly complex, and interconnectivity among departments means that even small decisions can have big impact. In this landscape, critical-thinking skills are a key to both individual and organizational effectiveness.

ASSESSMENT:

- Decision Style Indicator (optional)

DELIVERY OPTIONS:

In-Person: Half day or full day

Live-Online: Two 3-hour instructor-led sessions plus self-paced prework

See also: Decision Making and Problem Solving; Strategic Thinking

DECISION MAKING AND PROBLEM SOLVING

This program presents a systematic approach to making decisions and solving problems in the workplace. Learners will consider the qualities and tendencies of effective decision makers and problem solvers, both according to research and based on their own personal experience. Learners will also examine various decision styles and reflect on the effectiveness of their own preferred styles. Straightforward models and time-tested problem-solving tools are reviewed and applied to both case studies and personal situations.

LEARNERS WILL:

- Explore a framework for making decisions and solving problems
- Understand the hidden influences that affect thinking and decision quality
- Explore the five decision styles and when to use them
- Review practical tools to apply to day-to-day business decisions and problems

WHY THIS MATTERS:

The ability to identify and address the core issues that drive problems and decisions increases a leader's effectiveness and confidence. Essential to these skills is increased awareness of personal tendencies and styles in situations that require critical thinking.

ASSESSMENT:

- Decision Style Indicator (optional)

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions

See also: Critical Thinking; Strategic Thinking

DELEGATING FOR SUCCESS

This program allows learners the opportunity to examine their current attitudes toward and approaches to delegation and identify personal and organizational barriers that can make delegation a challenge. A five-step process positions both the leader and employees for success in delegation situations. Opportunities to practice and apply this process to scenarios and real-world situations round out the content, leaving learners with a delegation plan to apply back on the job.

LEARNERS WILL:

- Discuss the importance of delegation to the success of individuals, leaders, and teams
- Explore five stages of delegation and the steps that support successful delegation
- Review best practices that support success in delegation
- Create action plans to improve delegation-related skills and practices

WHY THIS MATTERS:

Delegation can be a challenge for some leaders. A leader's willingness and ability to delegate effectively contributes greatly to the efficient use of resources, employee development, and accountability.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions

See also: Delegation and Accountability; Performance Management

DELEGATION AND ACCOUNTABILITY

This course emphasizes the benefits of effective delegation and the expectation of accountability for individuals and the organization. Learners will examine practical, thoughtful approaches that promote effectiveness in both elements of managing performance. Self-assessments, individual reflection, group discussion, and scenario work are used to engage learners and build skills. The content is composed of key elements of our full Delegating for Success and Accountability at Work courses, presenting a condensed approach to those competencies.

LEARNERS WILL:

- Discuss the importance of delegation and accountability to the performance of a team
- Explore five stages of delegation and the steps that support successful delegation
- Explore the accountability/victim dynamic
- Discuss accountability from the perspective of a leader and an employee
- Create action plans to improve their skills and practices related to delegation and accountability

WHY THIS MATTERS:

The ability to delegate tasks and responsibilities to employees and hold them accountable for results is central to any leadership role. Doing so is not without challenges, however. Learners get the opportunity to review best practices that support success in delegation and creating a culture of accountability on a team.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: One 3-hour instructor-led session

See also: Accountability at Work; Delegating for Success; Performance Management

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EFFECTIVE FEEDBACK

Feedback is key to individual development and continuous improvement at all levels. This course emphasizes the skills and best practices that promote a productive feedback experience, with communication models and techniques that learners can use to plan and engage in their own feedback conversations. Barriers to exchanging honest, clear, specific, actionable feedback are addressed so that problems can be surfaced and resolved. Learners have the opportunity to apply and practice the skills and tools and plan for a real-world feedback situation back on the job.

LEARNERS WILL:

- Understand the reasons people avoid feedback situations
- Increase awareness of the importance of giving and receiving feedback often and well
- Learn skills to improve the ability to give and receive feedback at all levels of an organization
- Practice giving feedback using simple but effective models and techniques
- Create a plan to solicit feedback

WHY THIS MATTERS:

Despite its importance, the feedback process is often seen as daunting and potentially uncomfortable. This course addresses the apprehensions and motivations associated with feedback and presents the feedback process as invaluable, rewarding, and critical to cultivating a healthy workplace culture.

DELIVERY OPTIONS:

In-Person: Half day or full day

Live-Online: Two 2-hour instructor-led sessions plus self-paced prework

See also: Performance Management

EMOTIONAL INTELLIGENCE

Emotional intelligence (EQ) is the ability to recognize and manage your feelings and respond to the feelings and behaviors of others. This course presents emotional intelligence as a fundamental element of demonstrating the traits of a leader. Learners explore how various aspects of emotional intelligence are demonstrated in the workplace and how those competencies can be practiced and developed to increase a leader's effectiveness. Through the results of the EQ-i 2.0 assessment and various opportunities for reflection, learners explore their own styles and tendencies in five aspects of emotional intelligence and identify ways to leverage and develop specific skills.

LEARNERS WILL:

- Define and explore the concept of emotional intelligence and its role in effective leadership
- Increase awareness of strengths and challenges with emotional intelligence
- Practice and strategize how to improve emotional intelligence

WHY THIS MATTERS:

Although the range of competencies that define an effective leader is broad and varied, at the core of many of them is emotional intelligence. EQ is critical to building relationships at all levels of the organization, and the development of EQ begins with self-awareness.

ASSESSMENT:

- EQ-i 2.0

DELIVERY OPTIONS:

In-Person: Half day or full day

Live-Online: Two 3-hour instructor-led sessions plus self-paced prework

See also: Everything DiSC® Agile EQ™

EVERYTHING DiSC® AGILE EQ™

This program teaches participants to read the emotional and interpersonal needs of a situation and respond accordingly. By combining the personalized insights of DiSC® with active emotional intelligence development, participants discover an agile approach to workplace interactions and learn to navigate outside their comfort zone, empowering them to meet the demands of any situation. Participants will discover their preferred EQ mindset, recognize their potential for adapting to other mindsets, and commit to strategies for building agility.

LEARNERS WILL:

- Explore the concepts of emotional intelligence, mindset, and Agile EQ
- Discover their preferred DiSC style and Agile EQ mindset
- Understand the need for and value of a variety of responses and mindsets
- Develop a greater ability to adapt their mindset to best meet the needs of different situations

WHY THIS MATTERS:

An emotionally intelligent workforce is fundamental to a thriving agile culture at any organization. By developing self-awareness and agility in their ability to demonstrate emotional intelligence, individuals are better prepared to navigate different workplace challenges and interactions.

ASSESSMENT:

- Everything DiSC® Agile EQ™ Profile

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 90-minute instructor-led sessions plus self-paced prework

See also: Emotional Intelligence; Leading with Agility

Note: "Everything DiSC" is a registered trademark of John Wiley & Sons, Inc., or its affiliated companies.

EVERYTHING DiSC® MANAGEMENT

Everything DiSC® Management will increase the effectiveness of anyone in a management role. Learners deepen their understanding of themselves, their direct reports, and their own managers using the DiSC® model, while learning how their management style influences their approach to a range of management competencies. Participants walk away with concrete strategies to help them adapt to the styles of their direct reports, enabling them to bring out the best in their people.

LEARNERS WILL:

- Discover their DiSC Management Style
- Recognize the DiSC styles of others
- Identify strengths and challenges when directing and delegating
- Discover how their DiSC style affects the motivation of others and how to adapt
- Learn about their natural style of developing others and how to accommodate other style preferences using DiSC
- Learn how to modify their approach to meet the needs of their manager

WHY THIS MATTERS:

Awareness of personal style and the ability to read and adapt to others' styles is a valuable asset for building relationships and optimizing performance. When leaders apply this perspective to their interactions, they enable everyone to contribute to their full potential.

ASSESSMENT:

- Everything DiSC® Management Profile

DELIVERY OPTIONS:

In-Person: 6 hours

Live-Online: Two 2-hour instructor-led sessions

Note: "Everything DiSC" is a registered trademark of John Wiley & Sons, Inc., or its affiliated companies.

EVERYTHING DiSC® PRODUCTIVE CONFLICT

Everything DiSC® Productive Conflict teaches learners about their personal conflict management styles so that they can approach conflict situations in a productive way. Learners increase their self-awareness regarding productive and destructive conflict behaviors and learn how to effectively respond to conflict in the workplace.

LEARNERS WILL:

- Explore the destructive and productive conflict behaviors of each DiSC style
- Understand how to manage their response to conflict situations
- Discover communication strategies when engaging in productive conflict with colleagues

WHY THIS MATTERS:

An increased self-awareness of personal conflict behaviors contributes to the development of positive work relationships and avoidance of the perils of unresolved conflict situations.

ASSESSMENT:

- Everything DiSC® Productive Conflict Profile

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 90-minute instructor-led sessions plus self-paced prework

See also: Conflict Management; Productive Conflict Management

Note: "Everything DiSC" is a registered trademark of John Wiley & Sons, Inc., or its affiliated companies.

EVERYTHING DiSC® SALES

Everything DiSC® Sales teaches participants how to read the styles of their customers. The result is salespeople who adapt their styles to connect better—and close more sales. This course focuses on three vital areas: understanding your DiSC Sales Style, recognizing and understanding customer buying styles, and adapting your sales style to your customer's buying style.

LEARNERS WILL:

- Discover their DiSC Sales style, priorities, strengths, and challenges
- Recognize and understand their customers' buying styles
- Adapt their sales style to customers' buying styles

WHY THIS MATTERS:

When sales leaders have a better understanding of themselves and their customers, they improve performance, sales relationships, customer retention, and their connections with other external partners such as suppliers.

ASSESSMENT:

- Everything DiSC® Sales Profile

DELIVERY OPTIONS:

In-Person: 6 hours

Live-Online: Two 3-hour instructor-led sessions

Note: "Everything DiSC" is a registered trademark of John Wiley & Sons, Inc., or its affiliated companies.

EVERYTHING DiSC WORK OF LEADERS® OVERVIEW

Based on the book *The Work of Leaders* by Julie Straw, Mark Scullard, Barry Davis, and Susie Kukkonen, Everything DiSC Work of Leaders® approaches leadership as a one-to-many relationship. It focuses on tangible steps directed at leading a group or organization toward desired outcomes. Using the framework of Vision/Alignment/Execution, Work of Leaders encourages leaders to understand their leadership behaviors and how they impact their effectiveness.

LEARNERS WILL:

- Discover the Work of Leaders process
- Learn about the three drivers of Vision, Alignment, and Execution and discover the best practices that support each of the three drivers
- Explore personal strengths and challenges regarding these drivers and best practices, and create an action plan for improvement

WHY THIS MATTERS:

Leaders are expected to achieve results in their areas or departments that ultimately move the organization toward its goals. The Vision/Alignment/Execution framework, with its corresponding drivers and best practices, provides a clear, straightforward approach to making that happen.

ASSESSMENT:

- Everything DiSC Work of Leaders® Profile

DELIVERY OPTIONS:

In-Person: Half day or full day

Live-Online: Two 2-hour instructor-led sessions plus self-paced prework

See also: Vision, Alignment, Execution: The Work of Leaders

Note: "Everything DiSC" is a registered trademark of John Wiley & Sons, Inc., or its affiliated companies.

EVERYTHING DiSC WORKPLACE®

This learning experience can benefit every person in an organization—regardless of title or position, department, or function—in building more productive and effective relationships at work. It teaches participants to understand themselves and others while learning to appreciate different priorities, preferences, and values each individual brings to the workplace. With personalized insights and actionable strategies, participants learn how to adapt to the style of others, ultimately improving engagement, collaboration, and the overall quality of the organization.

LEARNERS WILL:

- Identify their personal DiSC® style and their priorities, challenges, and reactions to different DiSC styles
- Use DiSC to understand the people they work with
- Practice using DiSC to build more effective relationships at work
- Write an action plan for building more effective relationships

WHY THIS MATTERS:

Successful workplace interactions are built on relationships. Self-awareness about personal style and how that style best works helps create more effective relationships that achieve better results.

ASSESSMENT:

- Everything DiSC Workplace® Profile

DELIVERY OPTIONS:

In-Person: 6 hours

Live-Online: Two 2-hour instructor-led sessions plus self-paced prework

Note: "Everything DiSC" is a registered trademark of John Wiley & Sons, Inc., or its affiliated companies.

EVERYTHING DiSC WORKPLACE® CERTIFICATION

This program provides facilitators and coaches with the skills they need to confidently deliver the Everything DiSC Workplace® program. Whether they utilize Everything DiSC Workplace in the classroom or as part of a one-on-one coaching session, facilitators at all levels have much to gain from becoming certified in the program and understanding all aspects of the model, profile, and accompanying reports on a deep level. The certification workshop combines online prework with instructor-led learning to prepare leaders to administer and discuss DiSC® results with individuals and teams.

LEARNERS WILL:

- Gain expertise in the Everything DiSC model and the supporting research
- Develop the ability to use (e.g., facilitate, debrief, coach) the Everything DiSC Workplace reports
- Learn to customize the program to meet the needs of an individual, team, or organization

WHY THIS MATTERS:

Certification gives facilitators the extensive knowledge that can make the Everything DiSC Workplace assessment a transformational tool in the development of others. They'll be prepared to leverage the breadth of tools and insights the product provides.

ASSESSMENT:

- Everything DiSC Workplace® Profile

DELIVERY OPTIONS:

Live-Online: Four 90-minute instructor-led sessions plus self-paced prework

Note: "Everything DiSC" is a registered trademark of John Wiley & Sons, Inc., or its affiliated companies.

EXERCISING INFLUENCE

This program explores different influencing styles that allow leaders to make connections, gain buy-in and support, promote ideas, maximize opportunities for collaboration and cooperation, and get results. Learners can use the Influence Style Indicator assessment to determine which of these styles is most dominant for them, which are preferred, and which are underutilized, all of which is summarized in a personalized feedback report. These insights are then applied to an action plan that brings learning to real-world situations.

LEARNERS WILL:

- Explore two primary influence orientations and five unique influencing styles
- Identify primary and secondary circles of influence
- Examine the roles of trust and credibility in exercising influence
- Understand individual strengths and challenges for exercising influence
- Learn strategies for applying the range of influencing styles as situationally appropriate

WHY THIS MATTERS:

The ability to influence others is an essential skill for both established and emerging leaders in the workplace. Relationships increasingly rely not on reporting lines but on collaboration and cooperation that is cross-functional or matrix-based. In these situations, the ability to influence others is a differentiator.

ASSESSMENT:

- Influence Style Indicator (optional)

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions plus self-paced prework

THE FIVE BEHAVIORS® PERSONAL DEVELOPMENT

This program focuses on making individuals better teammates using the team-development process described in Patrick Lencioni's best-selling book *The Five Dysfunctions of a Team*. Anchored in individual assessments based on the Everything DiSC® model, the Five Behaviors®—Personal Development helps individuals better understand and internalize the principles of the Five Behaviors and provides a common language that can be used in organizations. Because the program is designed specifically for individuals, learners do not need to be part of the same team.

LEARNERS WILL:

- Understand the Five Behaviors model and how it supports team success
- Explore individual tendencies for each of the five behaviors and how those tendencies affect the ability to work in a team setting
- Develop insights that will make them better team members

WHY THIS MATTERS:

As the workplace evolves, so do team dynamics. Now more than ever, individuals need specific skills to work effectively as part of a team. When individuals understand their personal tendencies in a team environment, they are better able to behave and contribute in a way that contributes to cohesiveness and achievement.

ASSESSMENT:

- The Five Behaviors® Personal Development Profile

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions

See also: The Five Behaviors® Team Development; Leading Teams

Note: "The Five Behaviors" is a registered trademark of John Wiley & Sons, Inc., or its affiliated companies.

THE FIVE BEHAVIORS® TEAM DEVELOPMENT

Using activity, video, and discussion, an intact team is led through the powerful Five Behaviors® model, which is based on Patrick Lencioni's best-selling book *The Five Dysfunctions of a Team*. Teams will learn and practice the behaviors that will help the team overcome obstacles to effective teamwork, work better together, and improve individual and team performance. This workshop improves learners' abilities to apply the Five Behaviors model, which has pieces that build on one another to create a strong team: building trust, mastering conflict, achieving commitment, embracing accountability, and focusing on results.

LEARNERS WILL:

- Discover the value of a cohesive, functional team
- Understand the Five Behaviors model and how its elements work together
- Review and discuss the team's summary ratings as part of creating a plan to address opportunities for growth

WHY THIS MATTERS:

As the workplace evolves, so do team dynamics. Now more than ever, teams need specific skills to work together effectively, regardless of where they are working. Achievement of outcomes hinges on the ability to eliminate disfunction and maximize the behaviors that enable cohesion.

ASSESSMENT:

- The Five Behaviors® Team Development Profile

DELIVERY OPTIONS:

In-Person: Full day

Live-Online: Two 3-hour instructor-led sessions

See also: Leading Teams; The Five Behaviors® Personal Development

Note: "The Five Behaviors" is a registered trademark of John Wiley & Sons, Inc., or its affiliated companies.

DION LEADERSHIP

GROUNDED® AND CONSCIOUS LEADERSHIP PROGRAM

Dion Leadership has partnered with Healthy Companies International to offer the Grounded® and Conscious Leadership Program. Backed by over 30 years of research, the Heathy Companies research team has identified two core capabilities for surviving and thriving as leaders in today's world.

- **Grounded** is the foundation that helps leaders stay centered yet agile in the face of disruptive change.

- **Conscious** results in leaders being highly awake, aware, and adaptive to their ever-changing environment.

Developing these two core capabilities ensures purposeful forward movement and strengthens the capacity to lead in today's personally challenging world.

LEARNERS WILL:

- Learn why Grounded Leadership is critical in today's disruptive business environment

- Understand the Six Dimensions of Grounded Leadership by assessing themselves and identifying specific practices to strengthen performance

- Discover the basics of Conscious Leadership as an accelerator of leadership performance

- Explore the mental accelerators and hijackers that have the greatest impact on results

WHY THIS MATTERS:

Being both Grounded and Conscious is the new leadership imperative. This program challenges and inspires leaders to become more Grounded and Conscious in all dimensions of their lives. This will help your leaders face the challenges of constant turbulence and change and think about leadership in a new way.

DELIVERY OPTIONS:

In-Person: Full day

Live-Online: Four 2-hour sessions

IMPACTFUL PRESENTATIONS

Whether giving a presentation is an occasional task or a routine responsibility, leaders are expected to shine while informing, educating, or making a case in front of an audience. This course presents a structured approach to developing and delivering a presentation that is impactful and compelling, no matter its purpose. Learners will explore how to plan and organize both in-person and virtual presentations and apply best practices for engaging an audience, utilizing visuals, maintaining an appropriate energy level, handling tough questions and troublemakers, and making a call to action.

LEARNERS WILL:

- Understand the benefits of making presentations effective and engaging
- Apply a four-step process for creating a presentation
- Explore approaches for effectively preparing and structuring your presentation
- Practice techniques for delivering clear, confident presentations
- Learn strategies for engaging an audience and managing challenging situations
- Create an action plan for applying techniques, practices, and insights

WHY THIS MATTERS:

Presentation skills increase a leader's influence. The ability to create well-organized, focused, and compelling content and deliver it with confidence is an asset for any leader.

DELIVERY OPTIONS:

In-Person: Full day

INCLUSION IN THE WORKPLACE

Inclusion means actively involving all employees' ideas, knowledge, perspectives, approaches, and styles to maximize individual and business performance. This program allows learners to explore inclusion as an important element of organizational success, with emphasis on the characteristics and best practices of inclusive leaders and organizations. Learners discuss the nature and impact of unconscious bias on behavior, explore their own personal biases, and review ways to mitigate their effects. The practices for improving inclusivity are immediately applicable and impactful.

LEARNERS WILL:

- Define the concept of inclusion in the workplace
- Review the characteristics and best practices of inclusive leaders and organizations
- Explore the nature and impact of unconscious bias on behavior
- Consider productive approaches to conversations about inclusion
- Create action plans for increasing effectiveness as inclusive leaders

WHY THIS MATTERS:

The workplace provides a particularly rich environment in which to observe and experience the dynamics of diversity, equity, and inclusion, both positive and negative. When organizations build a culture committed to addressing these issues, the benefits are many: increased innovation and engagement, better team performance, improved customer relationships, and a stronger bottom line. All of these are results that any company would value.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions

See also: Leading Across Generations

INTERVIEWING WITH CONFIDENCE

For any leader, selecting the right person for the right job is a key responsibility. This course also offers a proven process for conducting interviews that inform sound hiring decisions in any type of organization. Learners explore how to assess the competencies necessary to be successful in a job and review techniques for asking appropriate, targeted interview questions that elicit meaningful responses. Opportunities for practice and feedback reinforce learning. Basic legal parameters, the role of bias, and other elements for leaders to consider when preparing for and conducting interviews are also addressed.

LEARNERS WILL:

- Discuss the interview process
- Explore the importance of clarifying needs and competencies
- Explain various questioning techniques using the STAR technique
- Explore legal issues, topics to avoid, interviewing pitfalls, and documentation of best practices
- Understand biases and how to interview for job fit, and practice and get feedback on interview techniques

WHY THIS MATTERS:

Poor hiring decisions come at a tremendous cost for organizations. Leaders who are confident and skilled in conducting meaningful interviews are better prepared to determine candidate fit and can avoid the pitfalls that can complicate the process.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: One 3-hour instructor-led session

DION LEADERSHIP

LEADING ACROSS GENERATIONS

Generational differences can have a great impact upon how workers approach their jobs—and each other. This course explores how these differences affect the behaviors, work habits, values, cultural expectations, and preferences employees of all ages bring to their professions. Activities and insights help learners move beyond stereotypes and labels so they can cultivate a dynamic of inclusiveness and respect for the strengths that workers from all generations bring to the organization.

LEARNERS WILL:

- Discuss the historical and cultural touchstones that have shaped each generation and how those experiences shape workplace behavior
- Examine the various generations found in the modern workplace
- Understand the dangers of generalizations, assumptions, and stereotypes
- Discuss changes in priorities and sources of motivation throughout an individual's career arc
- Examine ways to leverage individual strengths and values as opportunities

WHY THIS MATTERS:

The modern workforce represents five generations, all of whom bring different experiences and values to their work. Increased awareness and sensitivity to generational differences in the workplace improves engagement for workers of all ages, which can result in enhanced innovation, better problem-solving, stronger interpersonal relationships, greater productivity, and higher workforce retention.

DELIVERY OPTIONS:

In-Person: Half day or full day

Live-Online: One 2-hour instructor-led session plus self-paced prework

See also: Inclusion in the Workplace

LEADING IN A MATRIX

Success in a matrix requires particular attention to certain key skills, including collaboration, decision making, conflict resolution, communication, influence, and performance management. In this program, learners will explore the function and importance of a matrix structure and its impact on how individuals work and how leaders get results. Learners will focus on reducing silos and sub-groups within the organization and applying existing skills in new ways to improve cross-functional, cross-departmental, and cross-geographical work performance.

LEARNERS WILL:

- Define what it means to lead in a matrix
- Examine the challenges and benefits of leading in a matrix
- Explore the key leadership shifts required for success
- Discover best practices for organizational impact
- Practice key skills for successful matrix leaders
- Create a leadership action plan

WHY THIS MATTERS:

Matrix structures can be intimidating and often provoke skepticism or frustration. Without strong leadership in this highly complex environment, the competition for resources and a lack of role clarity can jeopardize accountability, trust, and results.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions

DION LEADERSHIP

LEADING TEAMS

Based on the powerful Five Behaviors® Team Development model, this course will position leaders to focus on and foster the behaviors that will make the team more cohesive and improve its performance. Learners will examine the role of a team leader in enabling their team to build trust, master conflict, achieve commitment, embrace accountability, and focus on results. This unique take on the Five Behaviors model presents strategies and practices that support a leader's efforts to build these behaviors and allows for reflection and planning according to each learner's needs.

LEARNERS WILL:

- Discuss the characteristics of a successful leader
- Examine five behaviors that underlie team cohesiveness and performance
- Explore leadership strategies that support each of the behaviors

WHY THIS MATTERS:

As the workplace evolves, so do team dynamics. Now more than ever, teams need skilled leadership to work together effectively, regardless of where they are working. Achievement of outcomes hinges on the leader's ability to identify and address disfunction and maximize the behaviors that enable cohesion.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions

See also: The Five Behaviors® Team Development; Leading Virtual Teams; Teams and Trust

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You can learn more about our **team development programs** by scanning this code:

LEADING VIRTUAL TEAMS

Leading Virtual Teams addresses the challenges and opportunities presented to managers, teams, and organizations when direct reports and other colleagues are spread across disparate work locations. Learners will focus on leveraging the dynamics and characteristics of high-performing teams in the context of remote-worker situations. The course considers a range of factors, including culture, company policies, and leadership styles and preferences, and incorporates situational and scenario-based learning activities that allow learners to apply best practices.

LEARNERS WILL:

- Discuss the challenges of managing virtual team members, including team- and organization-specific challenges
- Explore the dynamics of high-performing teams in the context of virtual-worker situations
- Explore best practices specific to addressing the challenges of leading virtual teams
- Develop an action plan for implementing best practices that will optimize team relationships and productivity

WHY THIS MATTERS:

More employees than ever before are doing their jobs from locations other than the traditional workplace. As companies enact work-anywhere policies and look to accommodate the expectations of flexibility that many workers demand, leaders must adapt their approach to communicating, assigning tasks, managing performance, and building relationships.

DELIVERY OPTIONS:

In-Person: Full day

Live-Online: Two 3-hour instructor-led sessions plus self-paced prework

See also: The Five Behaviors® Team Development; Leading Teams; Teams and Trust

DION LEADERSHIP

LEADING WITH AGILITY

Agility in a leadership context is about being able to take action and make decisions that move the business forward in the face of uncertainty and change. This takes creativity, flexibility, and innovation, as well as the ability to balance urgency with deliberate action. It relies on a leader's ability to manage change, conflict, and resources and solve problems to achieve goals. This program explores the concept of agility and presents a model that targets positive outcomes by emphasizing purpose, self-awareness, mindset, intention and deliberate action, and reflection.

LEARNERS WILL:

- Explore the concept of leadership agility and how it impacts the ability to stay productive in a changeable work environment
- Review and apply a model for demonstrating leadership agility
- Examine mindset and its impact on leadership agility

WHY THIS MATTERS:

In today's tumultuous workplace—where situations are complex, uncertain, and highly fluid—success requires leaders who are open to new ways of thinking and working. However, when problems become difficult or stressful, leaders are inclined to fall back on comfortable old habits to see them through, whether they are the best way forward or not. Leadership agility offers leaders the ability to respond more effectively and increase the likeliness of a positive outcome.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions

See also: Everything DiSC® Agile EQ™; Grounded® and Conscious Leadership Program; Mindset for Leaders

You can download our e-book *Leadership Agility: The Critical Skill Leaders Need Now* by scanning this code:

LISTENING INTELLIGENCE FOR LEADERS AND TEAMS (LIFT)

This program helps learners leverage the essential tools of Listening Intelligence to improve their own performance as well as develop others. Senior leaders, mid-level or emerging managers, and individual contributors will come to understand how their own habitual listening tendencies, revealed by the results of the ECHO Listening Profile, impact their leadership influence as well as their team's performance. Teams will learn to utilize the previously untapped cognitive diversity of the individuals in the group to work smarter together, saving time and resources while reaching new and exciting solutions.

LEARNERS WILL:

- Explore the concept of listening intelligence and four main listening habits
- Gain insight into their own listening habits and the listening habits of others
- Apply their knowledge of listening habits and preferences to communicate and collaborate more effectively
- Explore how a team can leverage individual listening habits and cognitive diversity to improve its effectiveness

WHY THIS MATTERS:

The advantages of fostering a listening culture in a workplace that is increasingly diverse are many. In a listening culture, employees feel valued, increasing their productivity, engagement, and retention. Communication differences are respected and understood, enhancing collaboration and inclusion. Improved communication also reduces stress and rework.

ASSESSMENT:

- ECHO Listening Profile

DELIVERY OPTIONS:

In-Person: Half day or full day

Live-Online: Two 3-hour instructor-led modules with intersession assignments

See also: Communicating with Impact

MANAGING SAFETY SELF-AWARENESS

This online safety leadership training program from TalentClick teaches front-line supervisors how to tailor their leadership styles to the unique personality traits of their workers. Unsafe decisions and acts behind human error are based on these personality traits and are predictable and, therefore, preventable. Participants and their teams complete and analyze the Safety Quotient® assessment to compare individual traits with various predictors of risk and safety-related behavior. Participants then learn how to coach themselves and others in the moment and support long-term behavior change.

LEARNERS WILL:

- Determine how personality contributes to safety risk
- Identify strengths, risks, and blind spots in themselves and their crew
- Adapt or tailor communication and leadership approaches to different workers
- Manage safety-related behavior on an ongoing basis

WHY THIS MATTERS:

Safety incidents on the job can result in worker injuries, work stoppages, equipment and property damage, and higher insurance costs. Managers who understand their safety self-awareness and that of others can prevent unsafe behaviors and reduce crew incident rate by an average of 20 percent.

ASSESSMENT:

- Safety Quotient® Assessment

DELIVERY OPTIONS:

In Person: Half day

MINDSET FOR LEADERS

Cultivating a mindset that enhances effectiveness and enables success must be a priority for any genuine leader. This course draws together research on effective leadership mindsets and distills them into six key elements that enable learners to examine the leadership mindset as a concept (e.g., fixed vs. growth), as a manifestation of their personal values and experiences, and as the product of organizational culture.

LEARNERS WILL:

- Deeply explore the concept of the leadership mindset and its impact on individuals and organizations
- Connect the six dimensions of the leadership mindset to personal values and organizational competencies
- Synthesize learnings and individual insights to craft a personal mindset statement

WHY THIS MATTERS:

Researchers have consistently found mindset to be a critical element of many aspects of life, including personal happiness, health, goal achievement, and professional success. The nature of a leader's attitudes and approaches to issues in the workplace can be the difference between a positive or a negative outcome.

DELIVERY OPTIONS:

In-Person: Full day

Live-Online: Two 3-hour instructor-led sessions plus self-paced prework

See also: Building Resilience; Grounded® and Conscious Leadership Program; Leading with Agility

You can download our e-book *Six Elements of a Leadership Mindset* by scanning this code:

DION LEADERSHIP

MYERS-BRIGGS TYPE INDICATOR® WORKSHOP

The Myers-Briggs Type Indicator® (MBTI) is a nonjudgmental instrument that helps individuals and teams understand themselves and others in a way that is value-oriented versus evaluative. The preferences refer to gathering energy or processing thoughts, being detail-oriented versus big-picture-focused in gathering information, being objective or subjective in decision-making, and being structured or go-with-the-flow in orienting one's lifestyle. Prior to this course, learners will complete a 95-question instrument and identify a four-letter MBTI type. Learners will receive a personalized report based on their responses, which they will then review and debrief in the instructor-led session.

LEARNERS WILL:

- Increase self-awareness about type and recognize the value of differences
- Recognize the impact of MBTI type on leadership behaviors
- Identify verbal and non-verbal cues to each of the eight MBTI preferences
- Identify ways to flex type styles to improve interactions with others
- Identify specific actions to improve their own leadership and team effectiveness

WHY THIS MATTERS:

Leadership success begins with self-awareness. A leader's MBTI results provide insights on the reasons behind behavior, preferences, and tendencies. With this information, leaders can leverage strengths, address challenges, and build better working relationships.

ASSESSMENT:

- Myers-Briggs Type Indicator® Self-Scorable Form M

DELIVERY OPTIONS:

In-Person: Half day or full day

Live-Online: One 4-hour instructor-led session

Note: Myers-Briggs Type Indicator, MBTI logo, and Introduction to Type are registeredtrademarks of the Myers-Briggs Type Indicator Trust in the United States and other countries.

PERFORMANCE MANAGEMENT

Using Dion Leadership's SOAP model, learners will take a deep dive into the four steps in executing an impactful and clearly defined performance-management process. Learners will explore how to set and align goals, observe behavior to get results, assess and evaluate performance, and provide feedback and establish next steps. Role plays and case studies allow for learning application and peer feedback. This course also emphasizes the skills and best practices that promote a productive feedback experience and uses a simple model and actionable techniques.

LEARNERS WILL:

- Discuss how and why organizations are evolving their approach to managing performance
- Explore an approach to setting goals and objectives that support those of the larger organization and write SMART goals
- Discuss and apply the SOAP model of managing performance, moving from setting objectives and observing behavior to assessing performance and providing feedback
- Improve the ability to give performance feedback at all levels

WHY THIS MATTERS:

According to a recent Gallup poll, only 20 percent of employees report feeling strongly that they are managed in a way that motivates them to perform, or that they receive meaningful feedback. Companies are taking notice and looking to reengineer their approach to performance management to ensure leaders are bringing out the best in their employees.

DELIVERY OPTIONS:

In-Person: Half day or full day

Live-Online: Two 2-hour instructor-led sessions

See also: Effective Feedback; Accountability at Work

DION LEADERSHIP

PRODUCTIVE CONFLICT MANAGEMENT

This program combines the insights of the Everything DiSC® Productive Conflict assessment with Dion Leadership's practical, actionable model for conversations that address and resolve conflict in a healthy way. Learners increase their self-awareness regarding productive and destructive conflict behaviors and learn how to effectively respond to conflict in the workplace. They also plan, practice, and receive feedback on real-life conflict conversations in a way that builds skill and confidence that can be immediately applied.

LEARNERS WILL:

- Explore the destructive and productive conflict behaviors of each DiSC style
- Understand how to manage their response to conflict situations
- Discover communication strategies to use when engaging in productive conflict with colleagues

WHY THIS MATTERS:

Conflict in the workplace is unavoidable. What can be avoided, however, is the stress and loss of productivity and trust that can go with it. When individuals understand the strengths and challenges of their own conflict style and have the insight and tools to approach conflict as a necessary, productive experience, they solve problems more efficiently and build stronger relationships.

ASSESSMENT:

- Everything DiSC® Productive Conflict Profile

DELIVERY OPTIONS:

In-Person: Full day

Live-Online: Two 3-hour instructor-led sessions plus self-paced prework

See also: Conflict Management; Everything DiSC® Productive Conflict

STRATEGIC PLANNING

This program explores the process of strategic planning, with focus on specific approaches to assessing current and future opportunities and creating actionable, results-driven plans to achieve short- and long-term goals. Proven methodologies and best practices for visioning, communication, stakeholder collaboration and buy-in, and change management are considered in order to make a strategic plan meaningful at all levels of the organization.

LEARNERS WILL:

- Review the purpose of a strategic plan
- Relate strategic planning to mission, vision, and values
- Identify the characteristics and requirements of successful strategic plans, planning processes, and implementation
- Apply learnings to create the foundation of a strategic plan for their team or business unit

WHY THIS MATTERS:

The ability to provide strategic direction for a team, business unit, or organization increases the value a leader provides. This sometimes-daunting responsibility is made manageable through the application of specific methodologies and approaches that illuminate critical details and set the foundation for achievement.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions

See also: Strategic Thinking; Critical Thinking; Decision Making and Problem Solving

DION LEADERSHIP

STRATEGIC THINKING

This course explores the skill of strategic thinking and its application in addressing day-to-day challenges as well as complex business problems with a big-picture point of view. Strategic thinking is presented as a mindset that can be developed and applied through specific practices that spark new ideas, result in better decisions, and achieve results.

LEARNERS WILL:

- Understand how strategic thinking compares to other critical-thinking skills
- Explore a strategic-thinking framework for analyzing business issues
- Understand how strategic thinking prompts creativity and innovation
- Apply criteria to discern when a strategic-thinking approach is required
- Apply strategic-thinking skills to address business challenges through scenarios and group work

WHY THIS MATTERS:

Whether you're a front-line supervisor or a senior leader, your ability to think strategically is essential in today's ever-changing, fast-paced business environment. Leaders who challenge assumptions, avoid groupthink, and navigate uncertainty by applying strategic thinking skills move organizations forward.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions

See also: Strategic Planning; Critical Thinking; Decision Making and Problem Solving

TEAMS AND TRUST

This course combines the framework of Patrick Lencioni's Five Behaviors® model with the teachings of Charlie Green, the author of three best-selling books about trust. Lencioni emphasizes trust as the first and foundational of the Five Behaviors; Green's research, as outlined in *Trust-Based Selling* and *The Trusted Advisor*, examines trust as a fundamental element of the manager-employee relationship. Learners complete a detailed assessment that helps them understand their natural styles and how they align with the critical behaviors that build trust.

LEARNERS WILL:

- Analyze the Trust Quotient Assessment to identify personal strengths and areas for trust development
- Explore how to create an environment of trust-based leadership by demonstrating credibility, reliability, intimacy, and low self-orientation
- Explore aspects of leading cohesive teams to build trust, master conflict, achieve commitment, embrace accountability, and focus on results

WHY THIS MATTERS:

Trust is the basis for healthy individual and team relationships. When trust is established, interpersonal relationships and team dynamics improve, enabling the achievement of results.

ASSESSMENT:

- Trust Quotient Assessment

DELIVERY OPTIONS:

In-Person: Half day or full day

Live-Online: Two 2-hour instructor-led sessions

See also: The Five Behaviors® Team Development; Leading Teams; Trust-Based Leadership

DION LEADERSHIP

TIME MANAGEMENT

This program teaches skills and strategies for efficiently managing time and organizing work. Learners identify personal habits, both in thought and action, that affect their ability to manage time effectively and explore supporting tools that can help them lead balanced and productive lives. Although the focus is primarily on the work environment, the habits, best practices, and tools discussed are applicable to all aspects of life.

LEARNERS WILL:

- Define time management
- Develop a mindset and self-care habits that are conducive to realistic and effective time management
- Use tools and techniques to create structure for the workspace
- Use tools and techniques to create structure for the workday
- Identify and practice strategies to manage interruptions and say "no" when necessary

WHY THIS MATTERS:

Individuals who feel in control of how they spend their time also feel more productive and efficient. With insight and the adoption of specific techniques, the ability to manage time day-to-day will improve.

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions

TRUST-BASED LEADERSHIP

This comprehensive workshop is designed for front-line and middle managers in leadership positions. The program was created by one of the most influential writers and researchers on trust, Charlie Green. Green has written three best-selling books about trust, including *Trust-Based Selling* and *The Trusted Advisor.* The course includes a detailed assessment used as a diagnostic tool for leaders to understand their natural styles and how they align with the key behaviors that build trust. Leaders will learn how to create an environment of trust-based leadership and demonstrate credibility, reliability, intimacy, and low self-orientation.

LEARNERS WILL:

- Define the difference between trusting and being trustworthy
- Analyze the Trust Quotient Assessment to identify personal strengths and areas for trust development
- Apply five skills that build trust: listening, risk-taking, partnership, improvising, and self-awareness
- Implement a personal plan for building trustworthiness

WHY THIS MATTERS:

Trust is the basis for healthy individual and team relationships. When trust is established, interpersonal relationships and team dynamics improve, enabling the achievement of results.

ASSESSMENT:

- Trust Quotient Assessment

DELIVERY OPTIONS:

In-Person: Half day

Live-Online: Two 2-hour instructor-led sessions

See also: Leading Teams; Teams and Trust

VISION, ALIGNMENT, AND EXECUTION: THE WORK OF LEADERS

Based on the book *The Work of Leaders* and Wiley's Everything DiSC Work of Leaders®
model, this program uses best-practice research to teach the process most effective
leaders follow. It gives learners a fundamental language and clear framework for
leading and covers the skillsets required to increase business performance.

LEARNERS WILL:

- Explore the meanings, drivers, and best practices of visioning, alignment, and
  execution in a leadership context.

- Increase awareness about current visioning, alignment, and execution behaviors
  and practice the related skills

- Provide insight to and receive insight from peers on process details

- Create a vision and a plan for gaining alignment and executing it

WHY THIS MATTERS:

This course provides a crafted vision for the future through exploration, boldness,
and testing assumptions for learners. They will be shown a proven method to
communicate with clarity, engage in dialogue, and provide inspiration so that
everyone is moving in the same direction.

ASSESSMENT:

- Everything DiSC Work of Leaders Profile

DELIVERY OPTIONS:

In-Person: Three full days plus intersession work

Live-Online: Six 3-hour instructor-led sessions plus prework and intersession work

See also: Everything DiSC Work of Leaders® Overview

Note: "Everything DiSC" is a registered trademark of John Wiley & Sons, Inc., or its affiliated companies.

"KNOWLEDGE IN 90" COURSES

Dion Leadership's **Knowledge in 90** courses provide leaders at all levels with a focused blended-learning experience. With content gleaned from our longer courses, these engaging, narrowly focused, live-online sessions are bookended with self-paced assignments to make the most of the learning experience. These courses include:

Adopting a Growth Mindset	Leaders who demonstrate a growth mindset seek growth not only for themselves but also for others and the organization. Even when experiencing setbacks or challenges, leaders with a growth mindset see an opportunity to learn and improve because they believe it is possible to do so. Through reflection and discussion, learners will explore the extent to which they demonstrate a growth mindset and create a plan for developing beyond their current state.
Agile EQ	Agility is about shifting the way you approach something and adapting to find a more effective solution. The term applies to various aspects of leadership, including the concept of mindset. Participants will learn about eight EQ mindsets and how they impact the ability to read and respond accordingly to the emotional and interpersonal needs of a situation. The focus is on shifting to mindsets outside their comfort zone in order to develop EQ agility and enable more effective work relationships.
Being an Inclusive Leader	Everyone has biases. Effective leaders, however, learn to recognize their own and work to mitigate them to create an inclusive work environment. Learners will increase awareness of the nature of bias and how it affects workplace behavior, and they will create action plans to become a more inclusive leader.

Dealing with Ambiguity	Even when things are unpredictable and we don't think we have enough information, leaders still have to make decisions and find way to move forward. In this course, learners will explore the concept of ambiguity in the workplace, examine how mindset impacts effectiveness when dealing with ambiguity, and understand and apply five mindset aspects that lead to a more effective response to ambiguity.
Empathetic Leadership	Research indicates that when employees find their leaders to be empathetic, they report higher levels of innovation, engagement, and inclusion, and they feel more capable of navigating work-life demands. Leaders who seek to develop and express empathy in their communications excel at building rapport and trust, and they invite openness, collaboration, and cooperation among those they work with. This course focuses on two aspects of communication that can improve a leader's demonstrated empathy: active listening and powerful questions.
Focusing on Results	Most of us are bombarded with tasks, distractions, and competing priorities. That can make it difficult to keep our focus on outcomes that really matter. In this program, learners will examine individual tendencies and performance habits that enable the achievement of individual and team goals and explore barriers and motivators that influence the ability to focus on results.
Global Communication	For many businesses, their locations, workers, and customers could be almost anywhere these days. Communication can sometimes be a barrier, not just because of language differences but also because of cultural differences. In this course, learners explore how culture affects behavior and communication in the workplace and examine strategies for effective cross-cultural communication.

Goal Setting	Goals are what individuals, teams, and the organization use to give their work direction and meaning. They are the basis for setting priorities and making decisions, and they set the framework for what leaders do every day. In this session, learners examine a process for determining and creating goals in a way that will move both them and the organization forward. They will review the purpose and importance of goal setting and alignment and apply the SMARTER and REAL goal formats to the goal-setting process.
Interpersonal Communication	For new and experienced leaders alike, good communication skills are essential. Learners in this session explore the impact of nonverbal communication and practice communication techniques including active listening, questioning, and demonstrating empathy.
Leader as Coach	This course focuses on an important aspect of professional development in an organization: leaders serving as coaches, both to those who report to them and to others in the organization. Learners explore the roles of trust, mindset, and presence in a coaching context and practice a coaching conversation.
Leading with Agility	Success requires leaders who are open to new ways of thinking and working, especially when situations are uncertain or always changing. This program explores how mindset is key to leading with agility and staying productive in a changeable work environment. In this course, learners will explore how leadership agility impacts the ability to stay productive in a changeable work environment and examine how mindset is key to agility for leaders.
Leading with an Inclusive Mindset	An inclusive corporate culture is one that allows everyone to contribute fully to the organization's success. Leaders of course set the tone for achieving this ideal. This program explores the concept of inclusion, the behaviors and environment that facilitate inclusion, and the role a leader's mindset plays in building an inclusive organization.

Let's Talk about Communication	This course presents approaches and practices that will help learners build communication skills by examining communication as a process. Topics include the Three *V*s of Communication, assertive communication, and strategies for addressing impaired communication.
Receiving and Leveraging Feedback	Most leaders are looking to improve their confidence and skill in giving feedback, but the ability to receive feedback is important as well. This course will improve participants' ability to solicit, receive, and act upon feedback and leverage it as a key to personal and professional growth. Learners will create a plan for soliciting feedback on their performance.
Self-Accountability	Leaders are the key to establishing and cultivating a culture of accountability on their teams. In this course, learners will examine their current attitudes toward and approaches to accountability, beginning with their ability to demonstrate it; explore the dynamics of accountability; and learn the behaviors and practices that set the foundation for a culture of accountability on a team or in an organization.
Stress Management	Leaders and organizations alike are prioritizing individual and workforce well-being. The ability to manage stress caused by daily ups and downs as well as large-scale challenges is an essential tool for any leader. This course helps learners recognize what causes stress, how it affects them, and ways to cope, with an emphasis on both skillset and mindset.
Using Communication Channels Effectively	Today's workplace offers myriad ways to communicate with employees, colleagues, and customers. In this course, learners will discuss guidelines for the use of various communication channels for optimal impact and understanding, and explore best practices for effective communication via written and verbal channels.

KEYNOTE PRESENTATION TOPICS

Dion Leadership is pleased to offer a series of keynote presentations as a learning option for large groups. These inspiring and educational presentations are 30- to 60-minute keynotes on specific leadership or personal development topics based on our larger leadership curriculum. Led by one of our master coaches, these presentations are opportunities to spark discussion, reinforce best practices, explore current trends, and promote engagement. Our current offerings include:

Building Resilience	Understand how resilience impacts work life, unpack how to demonstrate more resilience and respond differently to challenging life events, and begin to establish a practice and ability to regularly recover, adapt, and grow for stronger workplace well-being.
Courageous Leadership	This talk helps participants understand the importance of courage in a leadership context. Participants explore factors that enable and limit their ability to act with courage and identify opportunities to build courage capacity in themselves and others.
Leading in a Matrix	This talk unpacks specific elements prominent in a highly matrixed organizational structure. We examine the challenges and benefits of leading in a matrix and explore key leadership shifts required for success in this environment.
Leading Through a Crisis	This talk gives leaders a quick set of insightful coping tools and explores ways to demonstrate authenticity and caring, ensure a balanced empathetic and clear approach to leading, and apply best practices in communication.
The Six Elements of a Leadership Mindset	The intense challenges of our current environment demand decisive action by leaders at all levels. These six commitments ensure that action is focused, intentional, and effective.

Time Management	In this practical talk, we help participants take ownership over their time by learning strategies for efficiently managing time and organizing work. This tool-focused talk exposes participants to a set of time-mastery dimensions, identifies time wasters, and provides a few practical tips to incorporate into day-to-day activities.
Trust-Based Leadership	Building trust with others is a foundational component of leadership. In this talk, we define the difference between trusting and being trustworthy. We educate and motivate participants to make trust-building a priority by learning how to demonstrate credibility, reliability, intimacy, and self-orientation.

COURSES WITH ASSESSMENTS

Dion Leadership utilizes a range of **assessment tools** that provide insight and self-awareness to personalize the learning experience. Assessments help learners understand their unique styles and tendencies, identify strengths and challenges, and create targeted plans for skill application and improvement. This list includes all courses that include a formal assessment option.

Course	Assessment Details
Change Leadership	Change Style Indicator
The Coaching Intensive	Profilor 360 Everything DiSC Workplace® Profile Thomas Kilmann Conflict Mode Instrument EQ-i 2.0 MGR Individual Directions Inventory
Conflict Management	Thomas-Kilmann Conflict Mode Instrument
Critical Thinking	Decision Style Profile
Decision Making and Problem Solving	Decision Style Profile
Emotional Intelligence	EQ-i 2.0
Everything DiSC® Agile EQ™	Everything DiSC® Agile EQ™ Profile
Everything DiSC® Management	Everything DiSC® Management Profile
Everything DiSC® Productive Conflict	Everything DiSC® Productive Conflict Profile
Everything DiSC® Sales	Everything DiSC® Sales Profile
Everything DiSC Work of Leaders® Overview	Everything DiSC Work of Leaders® Profile
Everything DiSC Workplace®	Everything DiSC Workplace® Profile
Everything DiSC Workplace® Certification	Everything DiSC Workplace® Profile
Exercising Influence	Influence Style Indicator
The Five Behaviors® Personal Development	The Five Behaviors® Personal Development Profile
The Five Behaviors® Team Development	The Five Behaviors® Team Development Profile
Listening Intelligence for Leaders and Teams (LIFT)	ECHO Listening Profile
Managing Safety Self-Awareness (TalentClick)	Safety Quotient® (SQ) Assessment
Myers-Briggs Type Indicator® Workshop	Myers-Briggs Type Indicator® Self-Scorable Form M
Productive Conflict Management	Everything DiSC® Productive Conflict Profile

Course	Assessment Details
Teams and Trust	Trust Quotient Assessment
Trust-Based Leadership	Trust Quotient Assessment
Vision, Alignment, and Execution: The Work of Leaders	Everything DiSC Work of Leaders® Profile

COURSES BY TOPIC

ACCOUNTABILITY

Accountability at Work

Delegation and Accountability

The Five Behaviors® Personal Development

The Five Behaviors® Team Development

Performance Management

AGILITY

Everything DiSC® Agile EQ™

Grounded® and Conscious Leadership Program

Leading with Agility

ALIGNMENT

Everything DiSC Work of Leaders® Overview

Five Behaviors of a Cohesive Team

Vision, Alignment, and Execution: The Work of Leaders

BUSINESS ACUMEN

XSIM (Simulation)

CHANGE MANAGEMENT

The Coaching Intensive

Change Leadership

Chapter (Simulation)

COACHING

Coaching Skills for Leaders

The Coaching Intensive

COLLABORATION

Collaborating for Organizational Impact

Leading in a Matrix

COMMUNICATION

Communicating with Impact

Impactful Presentations

Listening Intelligence for Teams (LIFT)

CONFLICT

Conflict Management

Everything DiSC® Productive Conflict

The Five Behaviors® Team Development

CRITICAL THINKING

Critical Thinking

Decision Making and Problem Solving

Strategic Thinking

DECISION MAKING

Critical Thinking

Decision Making and Problem Solving

Strategic Thinking

DELEGATION

Delegating for Success

Delegation and Accountability

DIVERSITY AND INCLUSION

Inclusion in the Workplace

Leading Across Generations

EMOTIONAL INTELLIGENCE

Emotional Intelligence

Everything DiSC® Agile EQ™

EXECUTION

Vision, Alignment, and Execution: The Work of Leaders

LetsTalk@dionleadership.com

DION LEADERSHIP

FEEDBACK

Effective Feedback
Performance Management

INFLUENCE

Exercising Influence

INTERVIEWING SKILLS

Interviewing with Confidence

LEADERSHIP

Admired Leaders
Courageous Leadership
Creating Work-Life Alignment
Everything DiSC Work of Leaders®
Grounded® and Conscious Leadership
Program
Leading with Agility
Mindset for Leaders

MATRIX ORGANIZATIONS

Collaborating for Organizational Impact
Leading in a Matrix

MINDSET

Grounded® and Conscious Leadership
Program
Leading with Agility
Mindset for Leaders

PERFORMANCE MANAGEMENT

Accountability at Work
Coaching Skills for Leaders
The Coaching Intensive
Creating Work-Life Alignment
Delegating for Success
Delegation and Accountability

Effective Feedback
Performance Management

PERSONAL STYLE

Everything DiSC® Agile EQ™
Everything DiSC® Management
Everything DiSC® Productive Conflict
Everything DiSC® Sales
Everything DiSC Workplace®
Myers-Briggs Type Indicator® Workshop

PRESENTATION SKILLS

Impactful Presentations

PROBLEM SOLVING

Critical Thinking
Decision Making and Problem Solving
Leading with Agility
Strategic Planning
Strategic Thinking

QUALITY

Building a Quality Culture

RELATIONSHIPS

Collaborating for Organizational Impact
Creating Work-Life Alignment
Emotional Intelligence
Everything DiSC® Management
Everything DiSC® Productive Conflict
Everything DiSC® Sales
Everything DiSC Workplace®
Inclusion in the Workplace
Leading in a Matrix
Myers-Briggs Type Indicator® Workshop
Teams and Trust
Trust-Based Leadership

DION LEADERSHIP

RESILIENCE

Building Resilience

Grounded® and Conscious Leadership Program

Leading with Agility

Mindset for Leaders

SAFETY

Managing Safety Self-Awareness

STRATEGIC LEADERSHIP

Critical Thinking

Everything DiSC Work of Leaders® Overview

Strategic Planning

Strategic Thinking

Vision, Alignment, and Execution: The Work of Leaders

TEAM DYNAMICS

The Five Behaviors® Personal Development

The Five Behaviors® Team Development

Inclusion in the Workplace

Myers-Briggs Type Indicator® Workshop

Teams and Trust

TEAM LEADERSHIP

Everything DiSC Work of Leaders® Overview

Leading Across Generations

Leading Teams

Leading Virtual Teams

Mindset for Leaders

Vision, Alignment, and Execution: The Work of Leaders

TIME MANAGEMENT

Critical Thinking

Decision Making and Problem Solving

Time Management

TRUST

The Five Behaviors® Personal Development

The Five Behaviors® Team Development

Leading Virtual Teams

Teams and Trust

Trust-Based Leadership

UNCONSCIOUS BIAS

Inclusion in the Workplace

Leading Across Generations

Performance Management

VIRTUAL LEADERSHIP

Leading Virtual Teams

VISION

Everything DiSC Work of Leaders® Overview

Strategic Planning

Vision, Alignment, and Execution: The Work of Leaders

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- **Team Development**
- **Talent Assessment**
- **Organizational Development**

Let's Get Started
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DION LEADERSHIP

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