

# Real-Time Leadership Development

Iowa Community Action Association, in partnership with Sarah Ennis of SparkPoint, is excited to offer a new program series designed to provide a deep-dive into areas of leadership effectiveness for all current and future leaders.

Develop yourself, engage in your leadership journey, and harness your professional impact by attending one session or the entire series.



## Three Components of Each Session

### Deep-Dive Session

Highly engaging and interactive 1.5 hour session on Zoom



### Application Task

Application assignment to be completed in 3 weeks



### Follow Up Session

1 hour zoom cohort discussion to pull through learning



**Whether you lead one person, a team of people, or do not have direct reports, these powerful leadership lessons will help you with your leadership journey in your agency and with the people you serve.**

| Sessions  | Descriptions  |
|---|---|
| <b>Real-Time Communication</b><br><a href="#">REGISTER</a><br>Feb 19, 10-11:30AM<br>Call 3 weeks later                | Communication is a core leadership function and a key characteristic of good leaders – in fact, communication and leadership are inseparable. In this session we will: <ul style="list-style-type: none"> <li>• Discuss easy-to-use and practical structures to transform communication and team effectiveness.</li> <li>• Identify basic communication structures that work with any team and context</li> </ul>   |
| <b>Real-Time Management</b><br><a href="#">REGISTER</a><br>Apr 12, 1-2:30PM<br>Call 3 weeks later                     | Management of a team requires many things. In this deep-dive session we will: <ul style="list-style-type: none"> <li>• Discuss how to diagnose employee development level – new or tenured</li> <li>• Develop a coaching approach to further employee development with a particular skill or task</li> <li>• Recognize when to flex your management partnership with employees</li> </ul>   |
| <b>Real-Time Decision-Making</b><br><a href="#">REGISTER</a><br>June 18, 10-11:30AM<br>Call 3 weeks later             | Leaders are required to make decisions – it is helpful to have some structure to identify all elements of a situation and make more informed decisions. In this deep-dive session we will: <ul style="list-style-type: none"> <li>• Discuss how to merge intuitive and reasoned approaches to decision-making</li> <li>• Identify the impact that different locus of control attitudes impact decisions</li> </ul>  |
| <b>Real-Time Change</b><br><a href="#">REGISTER</a><br>Aug 16, 1-2:30PM<br>Call 3 weeks later                         | Change is ever-more a constant reality in our work. Leaders can make change more effective by revolutionizing their agency's change planning, implementation, and management. In this deep-dive session we will: <ul style="list-style-type: none"> <li>• Recognize different people's needs before, during and after change, and use this awareness in planning and communication</li> <li>• Identify your own default-approach to change</li> </ul>   |
| <b>Real-Time Fair and Accountable Culture</b><br><a href="#">REGISTER</a><br>Oct 15, 10-11:30AM<br>Call 3 weeks later | Creating a fair and accountable workplace culture is critical to long-term agency success and employee retention. In this deep-dive session we will: <ul style="list-style-type: none"> <li>• Work through concepts and a framework to put in place a values-supportive model of shared accountability that drives continuous improvement</li> <li>• Recognize the balance between what workers are accountable for and what organizations are accountable for</li> <li>• Help individuals recognize the quality of their decisions and treat errors in a way that demands improvement, not perfection</li> </ul> |
| <b>Real-Time Leader Care</b><br><a href="#">REGISTER</a><br>Dec 13, 1-2:30PM<br>Call 3 weeks later                    | Leaders cannot give what they do not have. Even the most well-meaning leader can quickly suffer from excess stress, which can also potentially hinder their performance and future opportunities. In this deep-dive session we will: <ul style="list-style-type: none"> <li>• Discuss robust self-care strategies to help you as a person and a leader</li> <li>• Apply the same principles to development this skill set in others</li> </ul>  |
| <b>Cost</b>   | <b>ICAA Member: \$150/session*      Non-ICAA Member: \$195/session*</b><br><i>*Each session includes one Deep-Dive Session; Application Task; and Follow Up Session<br/>           Minimum of six participants needed in order to hold each session</i>   |