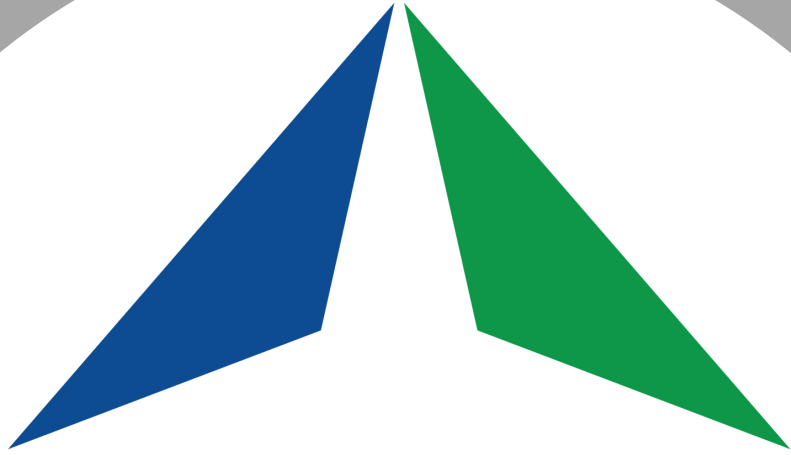
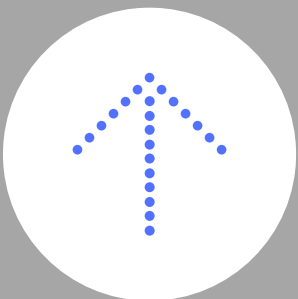


# Educate. Empower. Elevate.

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## ADVANCED LEADERSHIP



A collaborative, educational partnership between  
Lakeland University, Lakeshore Technical College,  
University of Wisconsin-Green Bay, Manitowoc Campus  
and The Chamber of Manitowoc County.

# About the Program



UNIVERSITY of WISCONSIN-GREEN BAY



The Chamber of Manitowoc County in partnership with University of Wisconsin-Green Bay, Manitowoc Campus, Lakeland University and Lakeshore Technical college are pleased to offer ADVANCED LEADERSHIP: Educate. Empower. Elevate. This exciting new program has been developed for the mid to senior-level managers, nonprofit administrators, and entrepreneurs seeking advanced leadership and communications skills to move their careers and organizations forward. Each session will be taught by instructors from the partner colleges.

## Schedule

January 26, 2022: Developing Yourself

February 23, 2022: Managing Conflict

March 23, 2022: Here We Go! DEIB in the Workplace

April 27, 2022: Embrace Change and Prepare for the Future

May 25, 2022: Coaching for Success

June 22, 2022: The Costs of Failed Leadership

Classes will be held In-person from 8:30am - 3:00pm with lunch being provided.

## Session Topics



### DEVELOPING YOURSELF

*Kristin Odell, PHR, University of Wisconsin-Green Bay*

Join us for an engaging workshop built to help leaders understand and accept their natural strengths. Using "CliftonStrengths", individuals will be able to use a new awareness to drive progress and develop strategies to meet and exceed the demands of their personal and professional lives. As a leader, you will discover your strengths and maximize your potential for consistent success. Participants will receive a code to complete the CliftonStrengths assessment prior to the session and will need to bring a copy of their results with them.

**Date:**

January 26, 2022

**Time:**

8:30am-3:00pm

**Location:**

UW-Green Bay  
Manitowoc  
Campus

**Learning Outcomes**

- Understand more deeply what your natural strengths are.
- Take ownership of your strengths to drive a new level of self-awareness.
- Learn to apply your strengths and natural talents to drive positive change in your personal and professional life.

**Date:**

February 23, 2022

**Time:**

8:30am-3:00pm

**Location:**UW-Green Bay,  
Manitowoc  
Campus

## MANAGING CONFLICT

*Tori England, University of Wisconsin-Green Bay, Manitowoc Campus*

Conflict can both help a team and hurt a team. It depends on how you view conflict and how you react to it. In this session, we will cover sources of conflict, the five ways we approach conflict, and how to handle conflict with emotional intelligence. Finally, we will plan out the tough conversation that you may have with a colleague or direct report while in the midst of conflict.

**Learning Outcomes**

- Learn the basics on how to deal with conflict.
- Understand and learn the five ways people approach conflict.
- Understand how emotional intelligence can help us manage conflict.
- Practice how to approach various challenging conversations.



## HERE WE GO! DEIB IN THE WORKPLACE

*Rev. Julie A. Mavity Maddalena, Ph.D., Lakeland University**Le'Shay Guy, Lakeland University*

Diversity is being invited into the workplace. Inclusion is being invited to engage actively in the workplace. Equity is having equal access to opportunities in the workplace. Belonging is feeling able to be fully oneself and affirmed in the workplace community.

Diversity is a fact. Inclusion is an action. Equity is a choice. Belonging is an outcome.

Whether you roll your eyes or get excited, almost everyone has some reaction to Diversity, Equity, Inclusion, and Belonging (DEIB) Initiatives. This workshop will explore the potential roles of DEIB work in workplaces, including conversations about the scope and range of DEIB, benefits, challenges, best practices, and tracking ongoing conversations and developments in the field. We will unpack language used for different aspects of the work and give participants space to explore questions, concerns, and ideas for your own contexts.

**Learning Outcomes**

- Identify key ideas and commitments in DEIB work for workplaces.
- Explore the complexity and the value of DEIB work for workplaces.
- Establish best practices for DEIB work in workplaces.
- Articulate goals and ideas for your own workplace.

**Date:**

March 23, 2022

**Time:**

8:30am-3:00pm

**Location:**LTC Downtown  
Manitowoc  
Campus

## EMBRACE CHANGE AND PREPARE FOR THE FUTURE

*Tonia Gibeault, Lakeshore Technical College*

For years we've all heard that the "only constant is change." Change is present almost every day in every aspect of your life. It has become the norm for most successful organizations. The frequency and pace at which leaders ask employees to change course or adapt to new systems and initiatives continues to accelerate. Change can have both a negative and positive connotation, especially in the workplace. It can be opposed, considered unnecessary undesirable and to some, quite terrifying; or it can be pleasant, welcomed, and exciting, if it is presented properly. It is a leader's job to identify the positive aspects of the change and communicate the opportunity that the organization requires. Leading others through change successfully requires thoughtful planning, creativity and innovative options. This course will provide you with a clearer understanding of what happens to people when an organizational change initiative occurs.

**Learning Outcomes:**

- Understand why change initiatives fail and how to ensure their success.
- Implement a framework to actively lead change efforts.
- Identify, acknowledge, and manage resistance to ensure an efficient transition.
- Identify goals and resources that will be needed to support future infrastructure with your department or organization.

**Date:**

April 27, 2022

**Time:**

8:30am-3:00pm

**Location:**LTC Downtown  
Manitowoc  
Campus



## COACHING FOR SUCCESS

*Theresa Lindstrom, Lakeshore Technical College*

Effectively coach utilizing your strengths to advance your leadership skills and enhance team and individual development. You will walk away with tools and techniques to effectively coach with confidence while maximizing employee performance standards. Learn how to assess individual differences and choose appropriate coaching behaviors and strategies to set goals and achieve measurable success. Coaching for success benefits individuals, strengthens teams and supports organizational objectives and priorities. As a leader, you will be empowered to grow your people and achieve results.

**Date:**

May 25, 2022

**Time:**

8:30am-3:00pm

**Location:**

LTC Downtown  
Manitowoc  
Campus

Learning Outcomes

- Implement effective coaching process utilizing strengths.
- Enhance personal and professional communication skills.
- Encourage a culture of involvement and build commitment toward goals.
- Confront challenging attitudes and determine appropriate action.
- Utilize tools and techniques to reduce reoccurring issues.
- Coach employees toward optimum performance.

## THE COSTS OF FAILED LEADERSHIP

*Johnny Sgrignuoli, Lakeland University*

As organizations look for innovative ways to improve employee engagement, productivity, and satisfaction, it is critical for leaders to recognize and act on their most basic responsibilities. Most problems faced by leaders stem from unaddressed issues that manifest into conflict and ultimately destroy trust and connection.

Today's professionals demand more from their leaders. Successful leaders must be responsive, look beyond superficial incentives, and genuinely engage with their people.

The signs of leadership failures are often apparent to those performing the work, but oblivious to those appointed to lead. Eventually, a tipping point forces good people to leave the organization, and nothing will stop the bleeding.

This seminar will explore principles and strategies for leaders to create an environment that recognizes people, develops trust, and promotes results.

Learning Outcomes

- Identify organizational problems and develop strategies to overcome them.
- Recognize the leader's role in furthering employee fulfillment.
- Understand the leader's responsibilities in an organizational setting.
- Demonstrate the behaviors essential for enhancing employee.



**Date:**

June 22, 2022

**Time:**

8:30am-3:00pm

**Location:**

LTC Downtown  
Manitowoc  
Campus

## Commitment

Cost for the program is \$1500 for Chamber Members or \$2000 for non-members. Cost includes 6 sessions and course materials. The program runs from January to June and participants should commit to monthly sessions.

Interested applicants should contact The Chamber of Manitowoc County by calling (920) 684-5575 or emailing [info@chambermanitowoccounty.org](mailto:info@chambermanitowoccounty.org), to obtain an official application to the program. Or [CLICK HERE](#) for link to application form.