

ACES[®]
excellence in energy

Manager Essentials Development Program

October 22, 2024

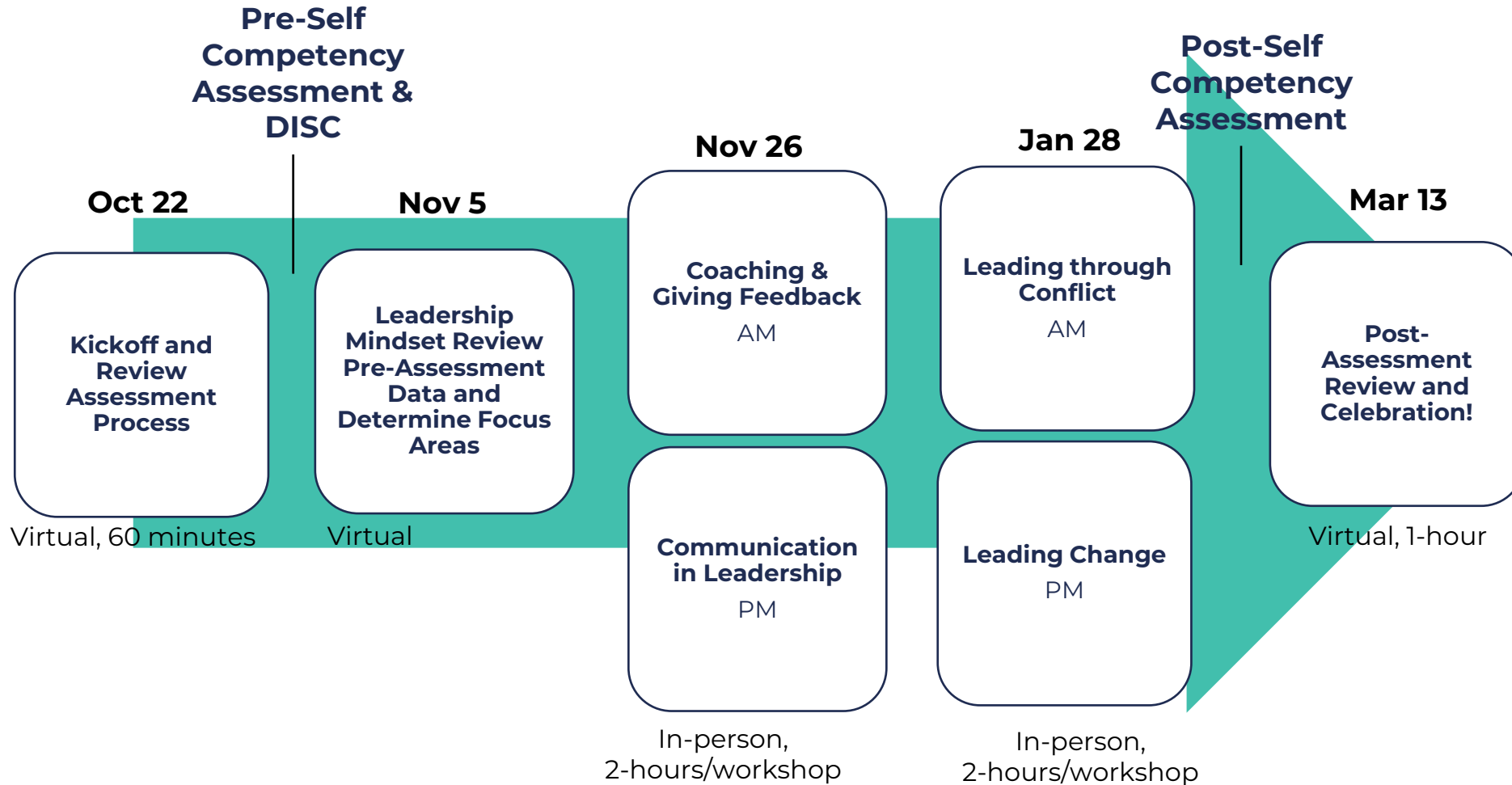
HRD*

A LEADERSHIP DEVELOPMENT COMPANY

Today's Objectives

- View development process and program structure
- Set the stage for the program
- Make introductions
- Understand the role of a leader-manager and what behaviors lead to your success
- Learn details of the pre-competency & DiSC assessments

Manager Essentials: Building The Foundation



Between Sessions: application exercises between each workshop to practice applying the skills with their teams, accountability partner connection, follow-up, and reminders

Meet Your Facilitator!

- ❑ Expertise in how the adult **brain learns**
- ❑ **Facilitator**, professional speaker, and coach
- ❑ Leads with a **curious mindset**
- ❑ Avid sci-fi **reader**
- ❑ **Fitness buff** and **Wife**

Dr. Ali Atkison



Introductions

Share your...

- Name
- Role at ACES
- One word that describes you.



The Manager Difference



A LEADERSHIP DEVELOPMENT COMPANY

The Manager Difference

Managers account
for at least

70%

of the variance in
employee engagement
scores.



Role of a Leader-Manager

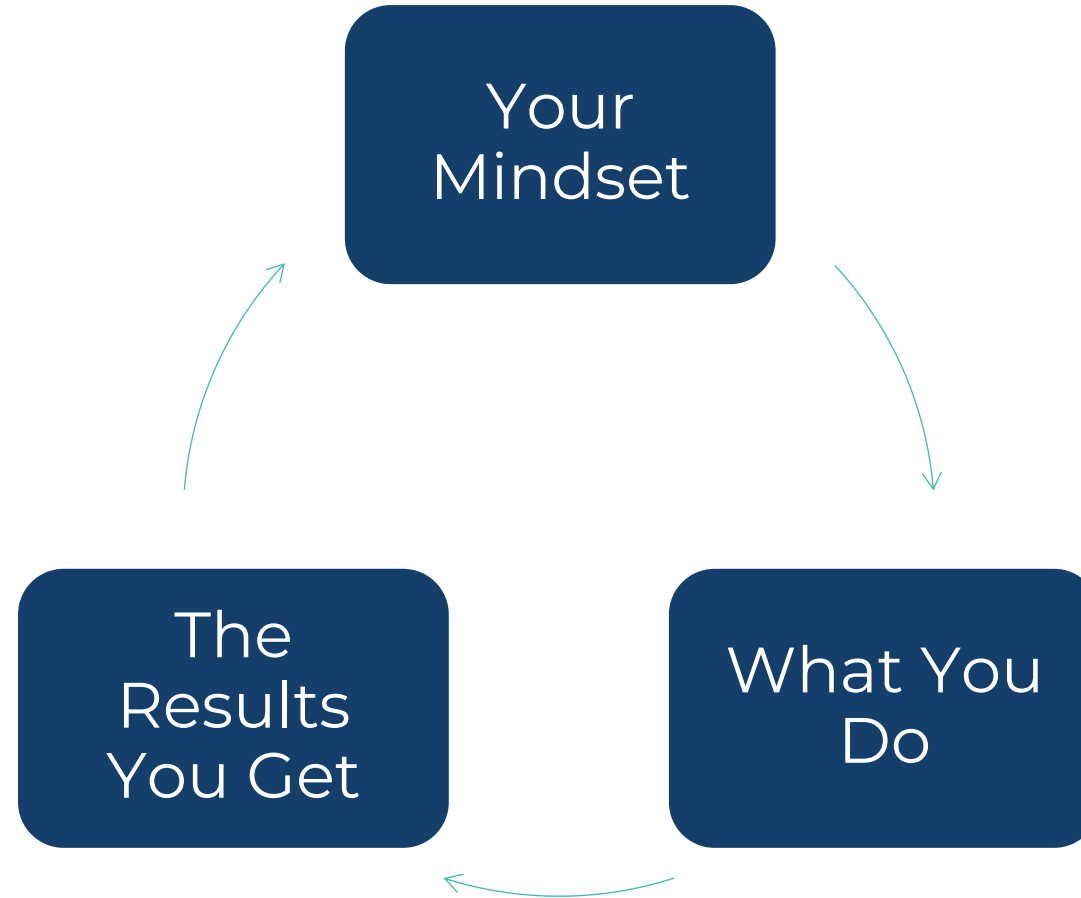
A balanced wheel is important to your overall performance.



Understanding the Importance of Leadership

- With a partner, share your story of being impacted by a manager or leader. Choose 5 words to describe this leader.
- Write the descriptors near the most appropriate section of the Leader-Manager Wheel in your participant handouts.

Your Leadership Starts with YOUR MINDSET



Mindset

The major factor in whether people achieve expertise is not some fixed prior ability or intelligence (which is NOT fixed), but rather **purposeful engagement**.

~Robert Sternberg

Mindset

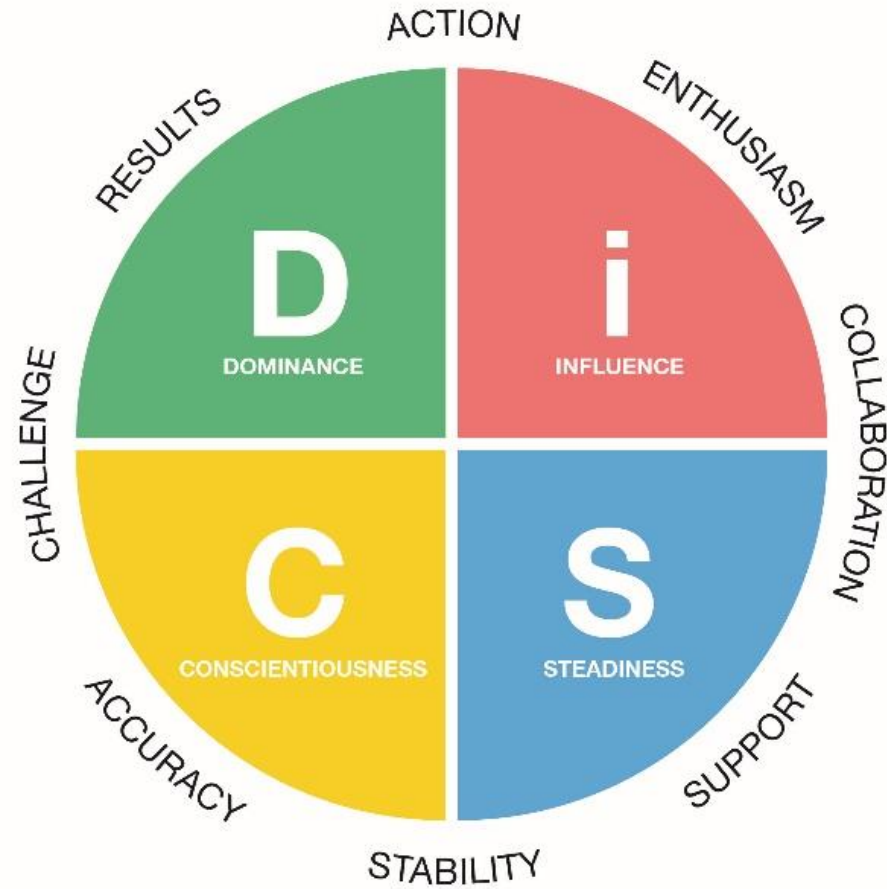
In other words, you **must** have two things to grow in *any* way:

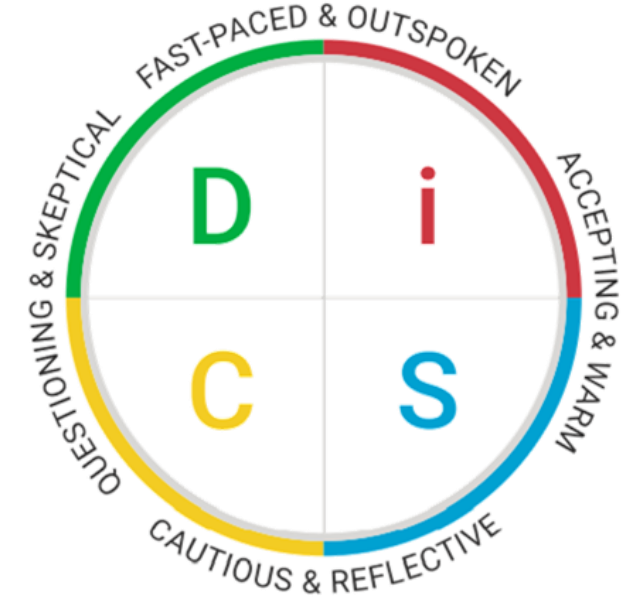
- A growth mindset—an understanding that intelligence is not fixed, coupled with a genuine interest in learning.
- The willingness to be present and do the work.

Leadership Competency Assessment

- Helps to understand current leadership approaches
- Provides insight into management preferences and tendencies
- Identifies current confidence level and suggests areas for increased effectiveness

DiSC Model





DiSC Principles

- DiSC does not measure intelligence, character, or education and skills.
- **Every** style is valuable—there is no right or wrong.
- We all have **blind spots**. Self-awareness brings clarity and drives change.
- Focus is on the **Platinum Rule**: Treat others the way they wish to be treated.

Taking the Assessments

- **Competency Assessment**

- **Oct. 4:** Competency assessment email with link arrives in your inbox.
- **Oct. 4 – Oct. 21:** Take the Competency Assessment (10 min).

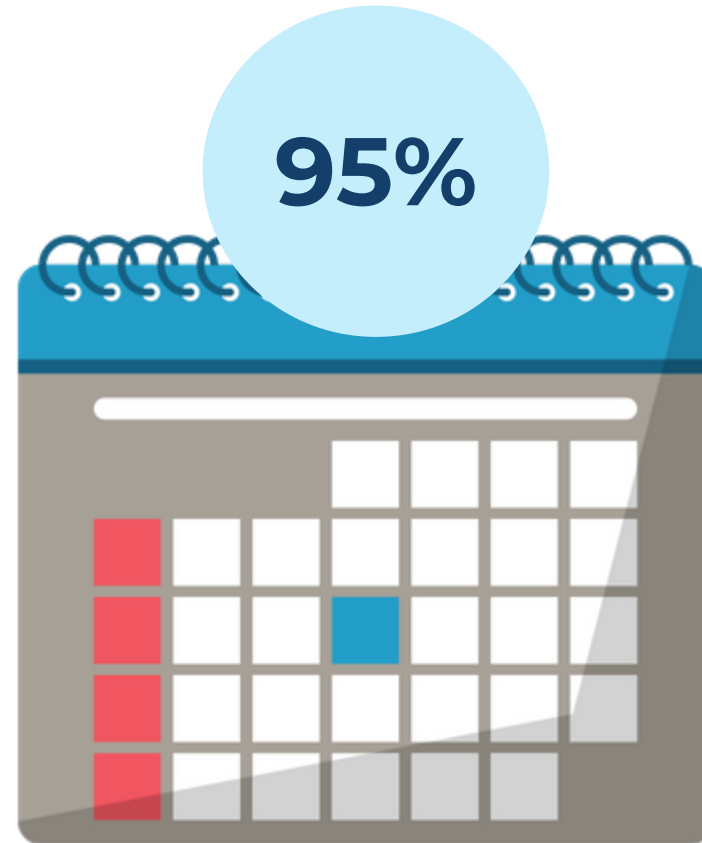
- **DiSC Assessment**

- **Oct. 4:** DiSC assessment email with link arrives in your inbox.
- **Oct. 4 – Oct 21:** Take the DiSC Assessment (20 min).
- **Download or print your personalized DiSC report and review pgs. 1-6.**

Levels of Accountability



The Value of Accountability



Accountability Partnerships

- Helps keep the ideas and content alive between workshops
- Serves as a visual reminder of your ongoing leadership development
- Safe person with whom to share ideas, actions
- Connect/meet at least once between workshops
 - Meet for coffee
 - Talk on the phone during commute or break time
 - Go for a walk during lunch
- It can be whatever YOU want it to be!

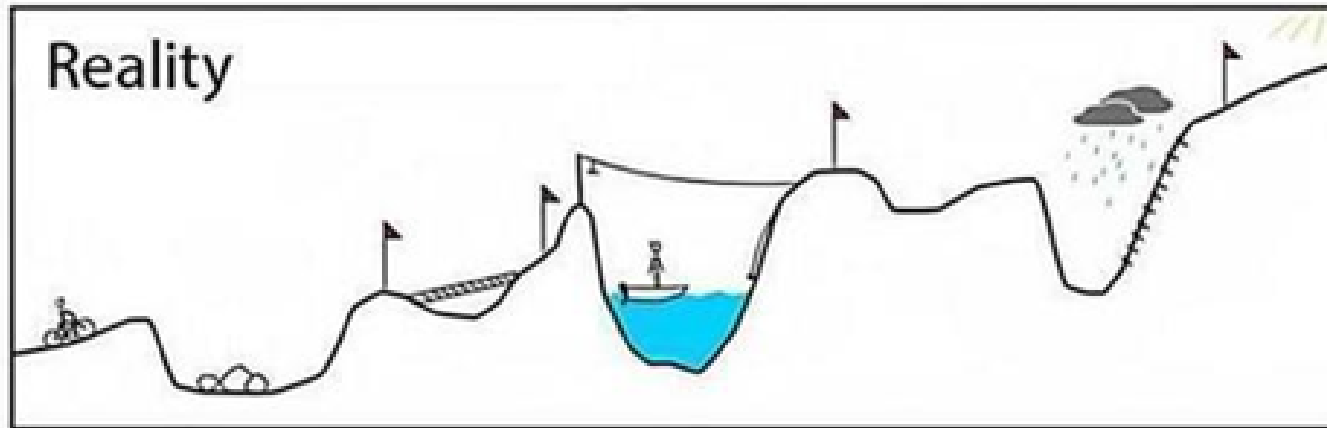
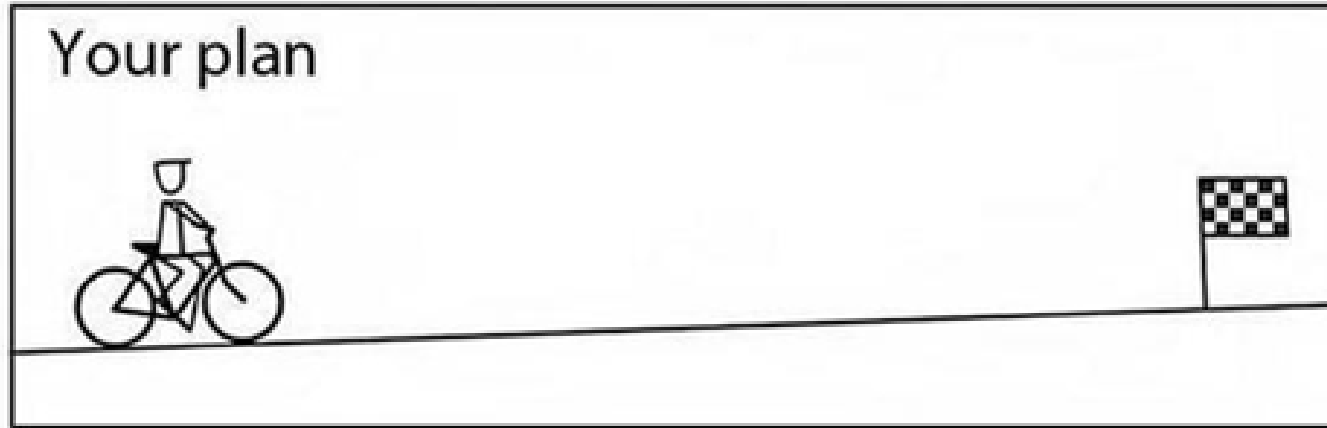
Accountability Partner Assignments

Cohort 1	
Megan Galvin	Ronald Moser
Robert Vrabel	Marc Klein
Bryan Salazar Garcia	Erik Nievera
Blanca Hennkens-Cruz	Jeremy Thurston
Charlotte Massie	Garrett Ford
William Vance	Courtney Stooksbury Parker
Mark Thomas	Matthew Owens
James Ringer	Andrew Sebo Christina Owens

Accountability Partner Assignments

Cohort 2	
Christina Miller	Cheenu Puri
Kathryn Jess	Francisco Valenzuela
Brandon Vaughn	David Flores
Jennifer Hinshaw	Joseph Roach
Michael Jeffers	Scott MacDougall
Antonio Lester	Arash Zafari Anaraki
Michael Moore	Erin Ellenberger Stephen Thompson

Look Familiar?



Your Leadership Mission

Who are you? When you are clear on *who you are*, you have a firm foundation to consistently base your decisions and actions.

Leadership Mission Statement

- **Identify your leadership focus.**
- **Pinpoint behaviors that support your focus.**
- **Define your influence.**
- **Be emotional.**
- **Keep it positive.**
- **Keep it balanced.**



Sample Leadership Missions



- I want to spread knowledge and motivate others.
- To inspire an atmosphere where mutual respect and honesty exist.
- To empower my team to achieve greatness through encouragement, direction, and proper support.
- Develop. Educate. Empower.

Action Items Prior to Next Workshop

- Complete the Pre-Competency Survey **by 10/30**
- Complete your DiSC Assessment **by 10/30**
 - Review your DiSC Assessment report (pgs. 1-6)
- Meet with your Accountability Partner. Discuss the following questions:
 - What reactions and/or questions do you have about your DiSC report?
 - What do you want to gain from this development process? Name at least one **SPECIFIC** outcome.

Questions?

