



# Manager Essentials Leadership-Development Program

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## Kickoff

# 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 an above-the-line mindset
- Learn details of the pre-competency & DiSC assessments

# Meet Your Facilitator!

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- ❑ 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



VP, Learning & Development

# Introductions

Share your...

- Name
- Role at AgReliant
- One thing that people might be surprised to learn about you.

# What is Manager Essentials?

- Built around six competencies for managing people with a focus on **getting results through others**.
- Utilizes **Competency Assessments** and **DiSC** to measure success.
- Robust development program focused on equipping leaders with the **skills** and **tools** they need to lead their teams.
- Begins with **self-exploration**, then shifts to **relationship-building** with team members, and progresses to maximizing effectiveness by **growing team members** to get results.

# Manager Essentials Virtual Cohort 1

## Pre-Self Assessment & DISC

## Post-Self Assessment

### Module 1

Program  
Kickoff &  
Review  
Assessment  
Process

August 7  
9-11 am ET  
Virtual

### Module 2

Developing  
Your  
Leadership  
Mindset

September 16  
9-11 am ET  
Virtual

### Module 3

Know and  
Grow your  
Team

October 9  
9-11 am ET  
Virtual

### Module 4

Account-  
ability

November 6  
9-11 am ET  
Virtual

### Module 5

Communicati-  
on in  
Leadership

December 4  
9-11 am ET  
Virtual

### Module 6

Leading  
Through  
Change

January 8  
9-11 am ET  
Virtual

### Module 7

Leading  
Through  
Conflict

February 11  
9-11 am ET  
Virtual

### Module 8

Post-  
Assessment  
Review and  
Celebration!

March 4  
9-11 am ET  
Virtual

**Between Sessions:** application exercises, accountability partner connection, follow-up, and reminders

# Leader Development: Ingredients for Growth



**Focus**



**Accountability**



**Psychological  
Safety**



**Time**



# 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.

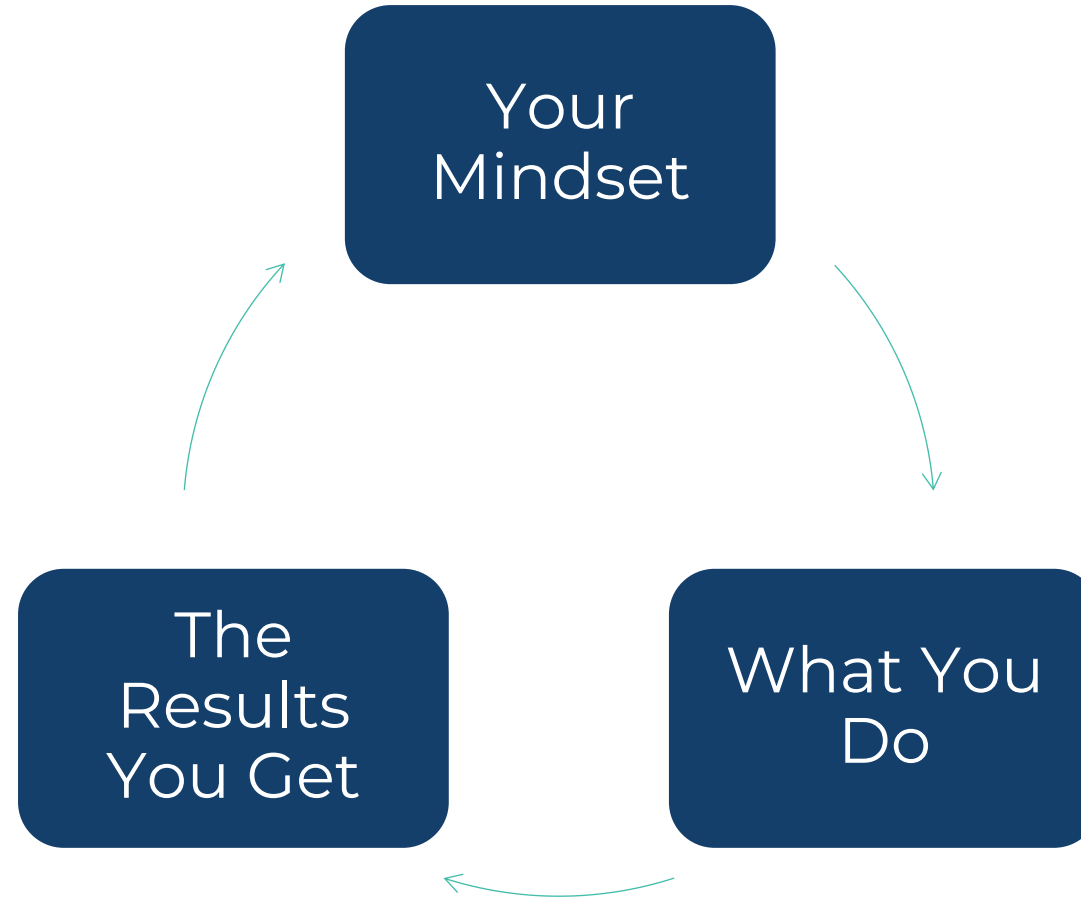


# Understanding the Importance of Leadership

- 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 workbook.



# 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

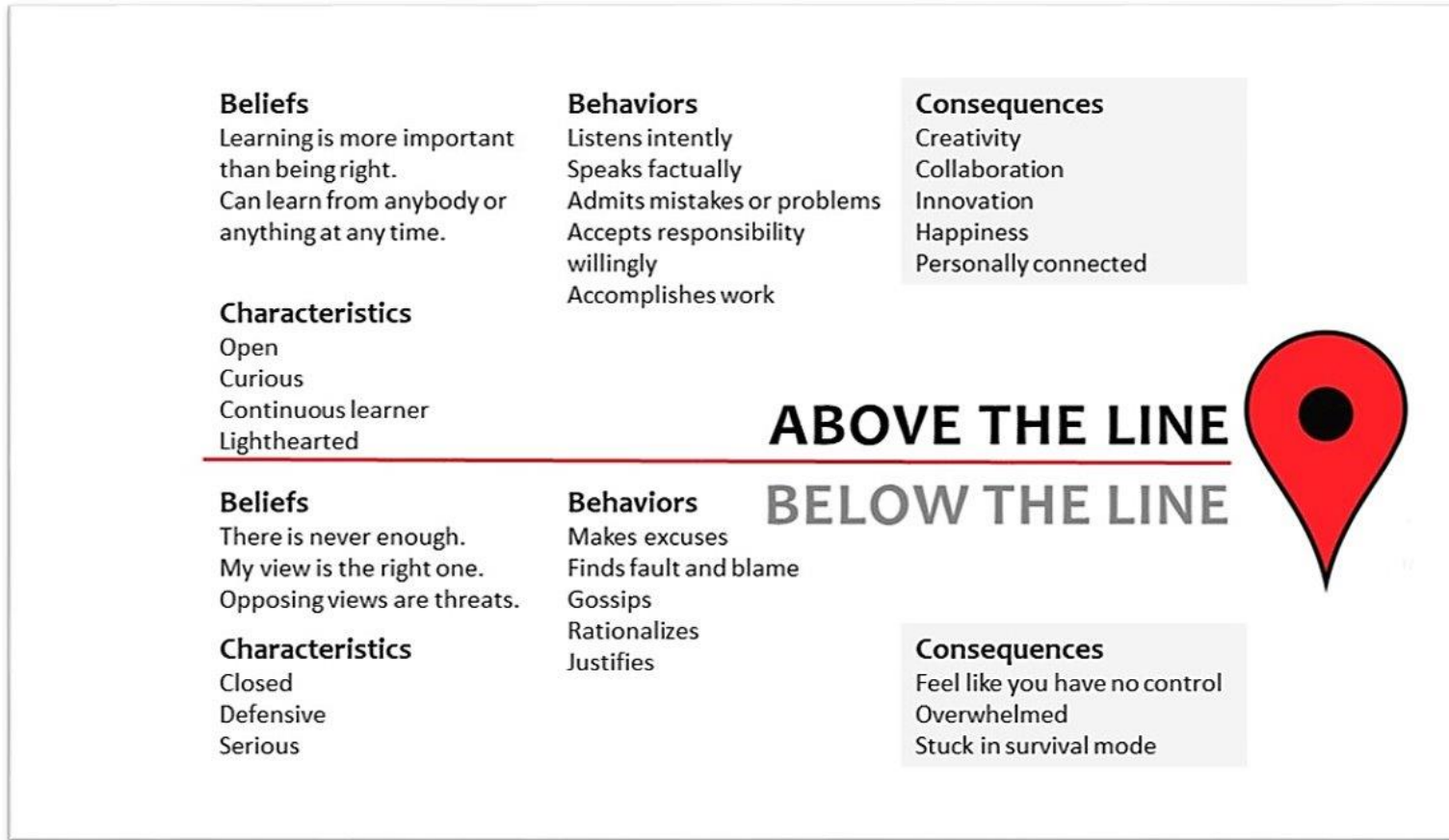
# Mindset

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.



# Where is Your Mindset?



# Where is Your Mindset?

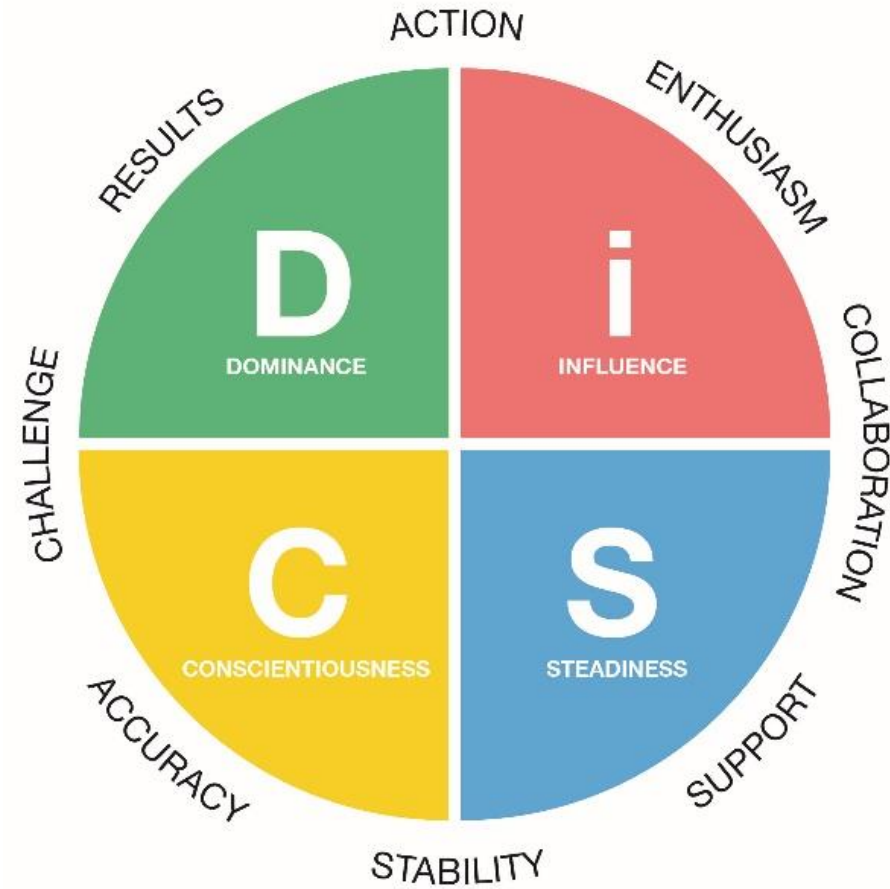
**In small groups, share the following:**

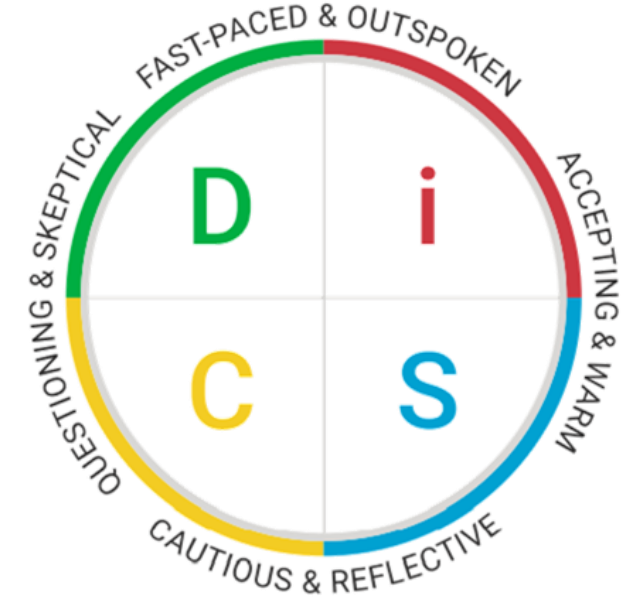
1. Highlight the beliefs, characteristics and behaviors that best describe you.
2. Provide an example of a time you were **Below the Line.**
3. Provide an example of a time you were **Above the Line.**

# 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**

- **Aug. 8:** Competency assessment email with link arrives in your inbox.
- **Aug. 8 – Sept. 10:** Take the Competency Assessment (10 min).

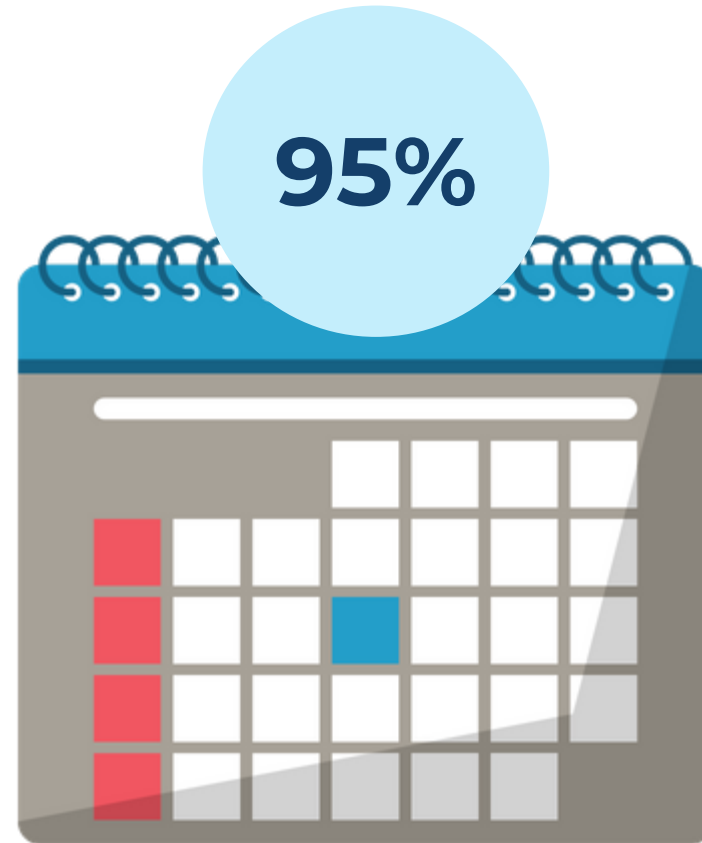
- **DiSC Assessment**

- **Aug. 8 :** DiSC assessment email with link arrives in your inbox.
- **Aug. 8 – Sept. 10:** 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

Doug A.	Kelly A.
Jeremy B.	Benjamin S.
Matt C.	Lori R.
Mike P.	Anthony V.
Jacob K.	Mauricio U.C.
Kevin N.	Marty I.
Sara N.	Jeremy O.
Brock P.	Matthew P.
Joel R.	Marc S.
Devon H.	Joseph S.
Bethany G.	Calli S.

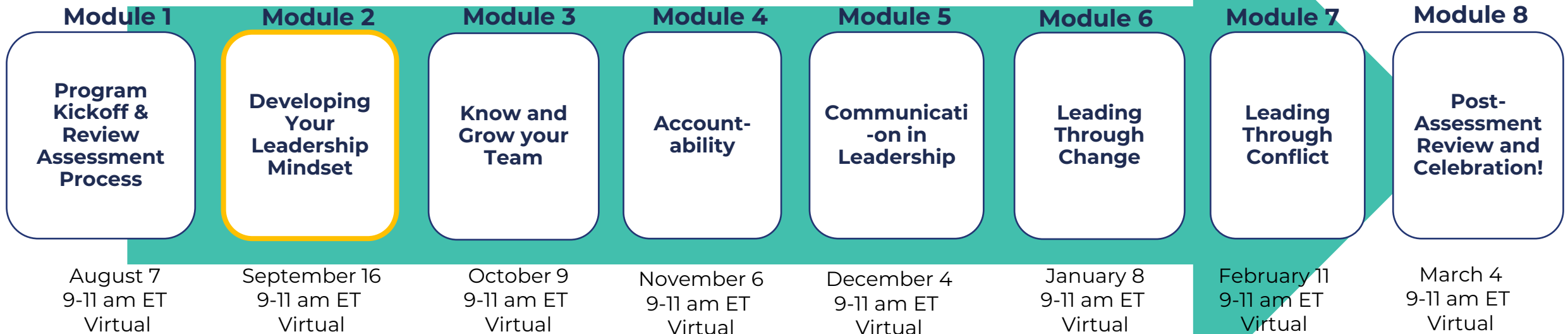
# Action Items Prior to Next Workshop

- Complete the Pre-Competency Survey by **Sept. 10**
- Complete your DiSC Assessment by **Sept. 10**, and review your DiSC Assessment report (pgs. 1-6)
- Meet with your Accountability Partner. Discuss the following questions:
  - What do you want to get out of this leadership-development process? Name at least one specific outcome.
  - Name at least TWO takeaways or “a-ha” moments from [Above the Line, Below the Line](#) (linked so you can watch it again).
  - How does your mindset impact your leadership influence?
  - What can you do to foster an above-the-line mindset in yourself when you dip below the line?

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## Pre-Self Assessment & DISC

## Post-Self Assessment



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# Questions?

