



Manager Essentials Leadership-Development Program

**Celebration of Growth and
Making Commitments**



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

Ice Breaker

Think of a mentor or coach you've had.
What's one lesson you still carry from
them?

Today's OBJECTIVES

- Celebrate cohort success!
- Make commitments for your continued growth

Your Action Items

- Practice stepping back (employ the 5-second rule!) and reframing your automatic thoughts.
 - Be prepared to share an example next time!
- Finalize your Leadership Mission! You will be prompted to send it to HRDPrograms@hrdleadership.com.
 - Be prepared to share a little about it in our final workshop.
- Complete the post-competency assessment (link will be emailed to you).
- **Deadline to submit post-competency assessment AND your leadership mission: Feb. 27.**

Homework Check-in

In small groups, discuss:

- What opportunities have you had to practice stepping back and/or reframing?
 - How did it go? What did you learn?
- If you haven't had a chance to use them yet, what's one thing you will commit to doing the next time you need to lead through conflict?

Your Results

Survey Question	Group Average Pre	Group Average Post	Pre – Post Growth
I understand the connection between mindset and effectively leading others.	4.1	4.8	13.7%
I take personal ownership for my success as a leader.	4.5	4.3	-5.9%
I take specific actions to build trust with my team.	3.6	4.4	17.7%
I manage conflict productively to meet business objectives and maintain relationships	3.7	4.1	10.7%
I know how to leverage brain-based communication tools to ensure my team understands my messaging.	3.1	4.0	22.5%

Your Results

Survey Question	Group Average Pre	Group Average Post	Pre – Post Growth
I deliver ongoing feedback to recognize desired behaviors and redirect undesirable behaviors.	3.5	4.3	17.6%
I am confident leading change.	4.1	4.3	4.3%
I have a Leadership Mission which drives my leadership.	3.6	4.3	15.3%

Your Leadership Mission

Share your Leadership Mission. In addition, share a brief explanation—for example:

- What does it mean to you?
- Why did you write what you did or write it the way you did?
- How do you see it playing out?

Leadership Mission Breakouts

Share your Leadership Mission with your group, including a brief explanation—for example:

- What does it mean to you?
- Why did you write what you did or write it the way you did?
- How do you see it playing out?

Pay attention to commonalities/themes in your missions.

Leadership Missions

Marty Irons

Be The Leader People Follow **Because They Want To**, Not Because They Have To.

Leadership Missions

Kevin Nelson

I will lead with integrity, clarity, and encouragement, building strong relationships, holding myself and others accountable, and creating a positive environment where people feel valued, motivated, and empowered to succeed.

Leadership Missions

Bethany Grabow

My mission is to lead with strategic clarity and pragmatic decision making, fostering a high-performance culture grounded in continuous improvement and accountability. I am committed to championing team growth and consistently recognizing and celebrating achievements that advance individual career development and organizational objectives.

Leadership Missions

Sara Nielsen

I aim to lead with humility, steadiness, and an unwavering commitment to the success of the team. I will do the unseen work, remove unnecessary “busy work,” and quietly anticipate and support the team’s needs from behind the scenes, allowing my team to focus on meaningful priorities: serving our customers well, building strong relationships, and driving sustainable business growth. I will create space for the team to lead with confidence, develop their strengths, and grow in their roles.

Leadership Missions

Marc Stelling

To be a calm, steady and supportive leader through empowering, coaching and developing team members by listening, providing clear direction and providing opportunities for team members to grow so that the individuals can succeed as well as the team.

Learning Sources



Sign up for a stretch assignment

Share your learnings with your team and lead a session reviewing key findings

Practice asking for feedback



Set up time to interview a leader to learn from their experiences

Meet with a learning accountability group

Request mentoring sessions



Podcasts and Ted Talks on leading others

LinkedIn Learning Courses

Ask for book, article, and course recommendations

Tools for Success



- DiSC Report
- Above the Line, Below the Line
- Step Back and Reframe Thoughts
- Productive Conflict Behaviors
- SBI Feedback
- Accountability Conversations
- Journey Through Change
- Switch Change Framework

Action Planning

5 Rows:

- Aspiration
- Action
- Goal
- Support
- Progress

What is your aspiration? State your long -term vision.	
Action What you will do	
Goal Make it SMART!	
Support Identify the LinkedIn Learning, person or system to support your goal	
Progress What have you observed? What goal/milestone have you reached?	
What is your aspiration? State your long -term vision.	
Action What you will do	
Goal Make it SMART!	
Support Identify the resources, person, or system to support your goal.	
Progress What have you observed? What goal/milestone have you reached?	
What is your aspiration?# State your long -term vision.	
Action What you will do	
Goal Make it SMART!	
Support Identify the resources, person, or system to support your goal.	
Progress What have you observed? What goal/milestone have you reached?	

SMART Goals



Action Planning

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Progress What have you observed? What goal/milestone have you reached?	

Action Planning Example

What is your aspiration? State your long-term vision	Acquire a project management certification.
Action What you will do	Seek out and complete a project management certification course.
Goal Make it SMART!	<ul style="list-style-type: none"> • Research 3 certifications that best fit my current or future project management. • Register for identified course by Feb. 28.
Support Identify the LinkedIn Learning, person or system to support your goal	<ul style="list-style-type: none"> • Support from management to allot time for certification courses. • Financial support for course costs. • Accountability partner/mentor.
Progress What have you observed? What goal/milestone have you reached?	

Action Planning

Create at least ONE goal to focus your leadership-development efforts over the next 3-6 months.

(With the intention of setting the other 2 goals after today's workshop!)

What is your aspiration? State your long -term vision.	
Action What you will do	
Goal Make it SMART!	
Support Identify the LinkedIn Learning, person or system to support your goal	
Progress What have you observed? What goal/milestone have you reached?	
What is your aspiration? State your long -term vision.	
Action What you will do	
Goal Make it SMART!	
Support Identify the resources, person, or system to support your goal.	
Progress What have you observed? What goal/milestone have you reached?	
What is your aspiration?# State your long -term vision.	
Action What you will do	
Goal Make it SMART!	
Support Identify the resources, person, or system to support your goal.	
Progress What have you observed? What goal/milestone have you reached?	

Action Planning

Share one goal with a partner to focus your development efforts over the next 3 months.

What is your aspiration? State your long -term vision.	
Action What you will do	
Goal Make it SMART!	
Support Identify the LinkedIn Learning, person or system to support your goal	
Progress What have you observed? What goal/milestone have you reached?	
What is your aspiration? State your long -term vision.	
Action What you will do	
Goal Make it SMART!	
Support Identify the resources, person, or system to support your goal.	
Progress What have you observed? What goal/milestone have you reached?	
What is your aspiration?# State your long -term vision.	
Action What you will do	
Goal Make it SMART!	
Support Identify the resources, person, or system to support your goal.	
Progress What have you observed? What goal/milestone have you reached?	

Leadership Mindset



1. How has my mindset about leadership or influence changed since our first session?
2. What do I now take ownership for that I didn't before?
 - a) When I feel limited or frustrated, what's in my circle of control vs. outside it?
3. How have I influenced others differently as a result of this program?

Leadership is Influence



It's In Your Hands



Well Done, Graduates!



Questions?



Feedback is a Gift!

