

PACC

Organizations/communities with strong leadership and development programs retain more employees, have better cultures and are positioned better to succeed in today's ever changing world.

Ask this question: Have you built a culture that allows for growth and development on a deeper level which in turn grows the organizations mission and vision

PACC Leadership & Development Academy

It will consist of 4 hours, 1 day a week for 6 weeks, with "homework and assignments" to be completed in between our scheduled times.

This program is designed for young professionals, mid-level leadership positions, people that you feel could make good managers/shift leaders and you want to continue to develop them.

Some Topics of discussion:

Recruitment & Retention

Strategic Planning (operational and human capital)

Strengths Assessment

Team & Project Development

Conflict Energies

PsyPlex Assessment

Situational Identity-Self-Awareness, Others-Awareness and Intentionality

Organizational Culture

Diversity, Equity, and Inclusion

Is there a particular topic that you have as part of your strategic plan we can include? Call or email for your free consultation and information.

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Leadership Development Program Outline

Day 1: System Strength Report (Assessment to be completed by each participant prior to session)

Objectives: Understanding your psychological strengths to become a better leader.

- Understand personal strengths and how to effectively apply leadership and high performing, engaged teams
- Three keys
 1. Understand and invest in your strengths as a leader
 2. Surround yourself with the right people
 3. Understand the needs of your followers – Self-Awareness, Others-Awareness, Intentionality
- Breakdown your strengths as a leader and develop strategies for building on those strengths
- Analyze Self-Awareness, Others-Awareness and Intentionality
- Build awareness of the culture of your team and the strengths of each member of your team to improve communication, understanding and coordination

Day 2: Retention & Recruitment

Objectives: Employee retention begins at the point of an accepted job offer. Starting at a new job is a life event, and not something to take lightly. Having a retention strategy in place reduces employee turnover, preventing attrition and foster's employee engagement.

- Communication is Key
- Employee Mentorships
- The Manager/Employee Relationship
- Succession Planning
- Identifying the Motivator



Leadership Development Program Outline

Day 3: Building & Maintaining Culture

Objectives: increase your awareness of culture and how it affects customer service for both you as the service provider and your customer.

- Understand the foundations of culture.
- Gain enthusiasm, confidence and commitment to provide an outstanding culture
- Sell the staffs enthusiasm.
- Write a Personal Action Plan.

Day 4: Moments of Truth

Objectives: Every organization faces moments of truth. We break down what this means, how to include these moments into planning, company culture and explore situations together in an effort to learn different ways to prevent and improve on those moments through shared experiences.

- What is a moment of truth?
- How can I be on the lookout for those moments?
- What role does management have in moments of truth?
- Share our experiences and stories.
- Develop moments of truth initiatives, to give your people freedom to act.



Leadership Development Program Outline

Day 5: Planning (Strategic Plans, Operational/Annual Work plans, Contingency Plans)

Objectives: Review, understand and develop tools for creating organizational and personal plans

- Planning sets the direction and strategies that an organization uses to operate
- Three keys
 1. Clear Priorities
 2. Decision-making
 3. Mission, Vision and Values
- Breakdown the organizations or personal priorities
- Analyze the decision making process and procedures
- Build awareness/action plans of the culture of your team through the mission, vision and values statements

Day 6: Planning Day 2 (Strategic Plans, Operational/Annual Work plans, Contingency Plans)

Objectives: Recap the different plans that you have put in place and revisit any topics that you would find valuable.