**Program Details**

We believe the most powerful learning experiences come from training that is focused on long-term behavior changes.

*Grow Like a Leader™* is designed to optimize the learning experience as our cohort-based training model provides a supportive, learning environment that encourages sharing and collaboration. Following each session, participants will reflect upon their new skills and how they are applying them in the workplace.

In addition to the interactive classroom experience, participants will be evaluated using professional assessment tools that characterize effective leaders and identify opportunities for development. They will also take part in individual coaching with an accredited coach.

**Location:** Sinclair Conference Center  
Downtown Dayton Campus

**Format:** Six half-day sessions

**Fall 2015 Session Dates:**
- September 30  
- November 4  
- October 14  
- November 18  
- October 28  
- December 2

**Session Time:** 8:30 AM-12:30 PM

For more information, or to request an application, contact:

Kym Yahn | 937.512.5145  
kym.yahn@sinclair.edu

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**Are Your Mid-level Managers Ready to Lead?**

Successful organizations are increasingly recognizing that traditional training — with an emphasis on building skills — is simply not enough to prepare mid-level managers for today’s leadership roles.

Becoming an effective leader requires a dramatic shift in mind-set and significant personal transformation. Leaders must learn how to effectively manage themselves, establish trust, and lead by influence; not just authority.

Sinclair Workforce Development is now accepting applications for the fall 2015 cohort of *Grow Like a Leader*. This unique leadership program is grounded in Daniel Goleman’s model of emotional intelligence and the key leadership competencies of **self-awareness, social awareness, self-management, and relationship management**. Participants will:

- Discover the factors that inspire, motivate, and influence behavior.
- Develop a deeper understanding of the relationship between personal and organizational values and the impact on organizational success.
- Strengthen interpersonal skills to become more an empathetic, flexible, adaptive leader.
- Gain insight into the connection between credibility and trust and how these attributes impact employee engagement.
- Learn to instill a culture of trust and manage conflict more effectively.

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**What others are saying...**

*“Grow Like a Leader exceeded my expectations! I really learned a lot about myself. And the coaching experience provided me with actionable feedback that will make me a stronger leader.”*  
Tawana J. - Operations Manager

*“The small group interaction was especially valuable. It was great to connect with managers from other organizations; how much we have in common and to learn from their experiences.”*  
Mike S. - Quality Assurance Manager

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Revised 7/15

Sinclair Workforce Development | 937.252.9787 | www.sinclair.edu/workforce
Session One: Wednesday, September 30, 2015
Self-awareness and Integrity — The Roots of Leadership Effectiveness

Two key attributes of an effective leader are self-awareness and self-mastery. This session focuses on understanding the results of two assessment tools; one on leadership style and the other on emotional intelligence. Together, these assessments will highlight strengths to be further developed and challenges that could be diminishing effectiveness. Participants will engage in discussions and exercises aimed at fostering self-awareness and optimizing self-confidence.

Session Two: Wednesday, October 14, 2015
Hot Buttons or Hair Triggers — Developing Essential Self-management Strategies

Understanding the connection between emotions and behavior is at the heart of effective leadership. These leaders are able to identify individual points of derailment, how they impact self-confidence, credibility, and trust in the leadership role, and ways to overcome them. In this session, participants will explore the topics of credibility, adaptability, emotional triggers and hijacks, recovery techniques, and strategies that strengthen emotional self-control.

Session Three: Wednesday, October 28, 2015
Yours, Mine, and Ours — The Role of Personal and Shared Values in Leadership

Exhibiting strong social and organizational awareness is integral to successful leadership. This session will focus on the concepts of scarcity and disengagement within the organization and the impact of these influences on the workforce. Participants will engage in activities designed to identify their personal values, their alignment with organizational values, and ways to build shared values to become a leader others will respect and follow.

Session Four: Wednesday, November 4, 2015 (one week early to accommodate & honor Veteran’s Day)
Empathetic Listening — I Hear You, Now What?

The active engagement of individuals and teams is the key to the success in nearly every organization. Empathetic listening is an important, but little used, method that inspires teams to thrive. This session explores the concept of building trust by becoming an empathic listener. Participants will practice using empathy and listening skills to motivate others, strengthen relationships, and more effectively manage conflict.

Session Five: Wednesday, November 18, 2015
Reality Check — The High Cost of Low Trust

Hidden agendas; personal rivalries; political games; interpersonal conflict; criticizing and complaining...all symptoms of a low-trust work environment. This session provides greater insight into the power of workplace trust on building and sustaining relationships, managing conflict, and engaging employees — all of which directly impact the bottom line. Participants will learn behaviors that, if practiced consistently, will strengthen credibility and increase trust.

Session Six: Wednesday, December 2, 2015
Courageous Leadership — What we Know Matters, but who we are Matters More

This final session will explore the impact of vulnerability and courage as drivers of authentic leadership. Participants will discover ways to connect with and sustain their personal purpose as a leader. Participants will also share summaries of their capstone projects and how they are applying the lessons learned within their respective organizations.

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