

## TRAINING OFFERINGS (VIRTUAL AND IN-PERSON)

*Each workshop is customized to include sample scenarios relevant to your organizational context.*

| Sample Topic                                  | Content Highlights   |
|---|--|
| <b>Leadership and Management</b>              | Understanding key competencies in each area and how to develop them in yourself and throughout the organization<br>Understanding your personality and using your strengths on a team<br>Developing and sharing a vision      |
| <b>Understanding Power</b>                    | Unpacking different types of power, recognizing the complex and conflicting subtleties of rank, using that knowledge to create more mindfully balanced and empowering work environments                                      |
| <b>Board Governance</b>                       | Governance 101, Understanding the range of possibilities for governance<br>Building a high-functioning board team<br>Avoiding conflicts of Interest (for board members) - Understanding the complexity, developing solutions |
| <b>Effective Communication</b>                | Building blocks of good communication – inquiry, acknowledgment, advocacy<br>Developing assertiveness (differentiating between aggressive, assertive, and passive communication)   |
| <b>Feedback Without Fear</b>                  | Learning and practicing a feedback formula<br>Receiving feedback – feedback up and down in power relationships<br>Building a positive culture of feedback in your organization   |
| <b>Planning – Big picture to details</b>      | (program plan, campaigns, or organizational-level planning) Understanding elements of planning processes, planning good data gathering, exercises for divergent/innovative thinking and decision-making                      |
| <b>Dealing with Conflict</b>                  | Differentiating between positions and interests<br>Tools to build understanding of a variety of perspectives and improve problem-solving   |
| <b>Performance Evaluation Systems</b>         | Performance Evaluation to Performance Partners - moving away from high-stakes annual meetings into a dynamic mission-based system<br>Developing feedback loops that drive mission-based performance                          |
| <b>Leading a team through change</b>          | Understanding change – psychologically and organizationally<br>Developing a plan and building ownership to move into new behaviors   |
| <b>Keeping “Civil” in Civil Participation</b> | Designing meetings for the public that increase productive participation and greatly reduce the chances of derailment, as well as techniques to interrupt and intervene that are respectful to everyone in the room.         |
| <b>Meetings that Matter</b>                   | Productive, energized, and inclusive meetings – leveraging everyone’s perspective to make better decisions, efficiently!   |