PRINCIPLES OF LEADERSHIP

Course Information

Course Dates:

August 8-10, 2017 .... Holy Cross Energy — Glenwood Springs
October, 3-5, 2017 ....Colorado Rural Electric Association — Denver
November, 28-30 2017 ....Colorado Rural Electric Association — Denver

Colorado Rural Electric Association	Holy Cross Energy
5400 Washington Street	3799 Highway 82
Denver, CO 80216	Glenwood Springs, CO 81601

Time: Day 1: 10:00am - 5:00pm   Days 2&3: 8:30am - 4:30pm
Instructor: Richard Fagerlin

Fee $5,200 per person (the cost of this course may be reduced depending on the number of participants)

The registration fee will be billed to your co-op following the first session. The fee includes 9 days of class time, all course materials and lunches. A minimum of 10 students is required for this course to be held.

To Register:

Contact Jen Hight at the CREA office 303-455-2700 ext. 700 or email at jenhight@coloradorea.org

Registration Deadline .... July 13, 2017

Confirmation:

A letter will be sent to all participants confirming their registration in the course.

Cancellation Policy:

Cancellations received on or before the registration deadline will receive full refunds. Cancellations received after the deadline may be billed 25 percent of the registration fee.

Audience:

Designed for senior managers who supervise other supervisors

CREA
COLORADO RURAL ELECTRIC ASSOCIATION

CEEI
Colorado Electric Educational Institute

COLORADO RURAL ELECTRIC ASSOCIATION
5400 Washington St • Denver, CO 80216 • crea.coop

ABOUT THE INSTRUCTOR

Why Peak Solutions

CREA is happy to introduce Peak Solutions, a provider of learning and development solutions and consulting services for leaders and teams who desire to improve employee engagement and increase the overall effectiveness of the organization.

Peak Solutions works with organizations across the globe, providing leadership and performance solutions that awaken human potential by developing effective and engaged leaders.

Leaders have been drawn to the personal and customized approach that Peak Solutions uses to meet their specific needs. Their insightful and practical methods for organizational effectiveness and team dynamics have proven successful; leading towards high-performance that maximizes individual and organizational success.

What We Believe

Organizational culture is the key. Your culture is a reflection of both what you permit and what you promote. The problem with this is that we don't believe that you can change culture, culture is a result of what you do.

Peak Solution's work is based on the belief that people are the key for every organization to reach its best. While strategy and action are critical, neither will be accomplished without committed people, working in their strengths with passion, commitment and engagement.

"Our mission is to help organizations improve employee engagement and increase overall effectiveness."

Richard Fagerlin
Founder and President

PEAK SOLUTIONS

PRINCIPLES OF LEADERSHIP

Training Program for Senior Staff

Leaders in leadership

PROGRAM FORMAT:

- 3 sessions each 3 days in length
- Limited to 20 participants
- Project work in-between sessions
- Latest in adult learning model (spaced learning, cohort coaching, project based, practical application)
- Proven curriculum and resources that lead to change
- Individual attention and customized development of program
- Reading and assessment homework assigned prior to each session

PRINCIPLES OF LEADERSHIP

Topics Covered

Principles of Leadership
The importance of leadership in achieving long-term organizational success
The difference between leadership and management
The difference between controlling and empowering leadership

Practices of Empowering Leaders
Empowering leaders have a driving passion to realize their vision
Empowering leaders build and sustain trust with their followers
Empowering leaders unleash the commitment and motivation of their followers

The Five Leadership Roles
The three core elements of team effectiveness
The five roles of leadership
How to lead "from the balcony"

Empowering Others for Success
The difference between commitment and compliance motivation
The four principles of empowerment
Identifying what people need in order to be empowered

Fundamentals of High Performance Teams
The three elements of high performance teams
The stages of team development
To create an image and name your team

Effective Meetings
How efficient and effective your meetings are
Guidelines to improve the effectiveness of your meetings
Discussion skills to improve the quality of team meetings

Team Member Roles and Responsibilities
Learn how to be a self-sufficient and self-directing team
Clarify shared team responsibilities
Understand how the role of leader can change

Face-to-Face Communication
Explore the role of communication in interpersonal relationships
Learn about alternative ways of communicating/influencing others
Improve active listening

Giving and Receiving Feedback
Discover how open or closed you are to giving and receiving feedback
Practice giving and receiving live feedback from team members
Make a personal improvement plan to respond to team feedback

Interpersonal Dialogue
Learn how to create a pool of shared understanding
Know how to solve problems in a win-win way
Receive feedback from others regarding your dialogue skills

Harnessing Harmful Behavior
Learn to confront behavior that fails to meet your expectations
Understand the importance of discipline and conformity in building trust
Develop a set of non-negotiables for those whom you lead

Group Dynamics
Experience and discuss group dynamics in action
Determine how to personally improve group process skills
Identify how your team will improve its group process

Team Decision Making & Problem Solving
Learn about methods of group decision making
Identify how your team will improve its group decision making
Identify team decision issues to be addressed

Conflict Resolution
Learn about five different conflict management styles
Assess which conflict styles you most often use
Practice a three-step-model for resolving conflicts

Personal Productivity
How you are currently using your time
The barriers which keep you from managing your time more effectively
Setting professional goals to guide your use of time

Characteristics of High Performance
The leadership role shift required for high performance
The characteristics of high performance teams
The challenges of moving your organization toward high performance

The Integrity Model
A new definition of success based upon your personal paradigm
The power of your personal paradigm
Four different paradigms from which people live

Additional topics:
The Art of Coaching
Effective Presentations
Leading Up, Down & Sideways
Strategic Thinking
Focusing on the Vital Few vs the Trivial Many
The Importance of Vision
Leading from your Strengths
Situational Leadership
Understanding your Motivation and What Drives You
The Four Disciplines of Execution
Making the Noise go Away — Getting More Done with Less Resources

If you want to change your culture — you must change what leads to your culture

Determine the design that leads you to current culture and makes changes **Design** **Define** *Determine what would achieve your desired culture — and make changes*