

Date	Module	Facilitator/s
Sept 17 Friday	Opening Luncheon for participants and faculty followed by orientation for participants	
Sept 20 Monday	Vision, Values and Strategy <ul style="list-style-type: none"> • Participant understands the Principles of <i>Good to Great</i> • Participant understands the strategic process • Participant understands their organization's strategy; goals, outcomes and measures 	Talbert House Neil Tilow President /CEO Michelman, Inc Steve Shifman President
Oct 15 Friday	Managing Effective Teams and Work Groups <ul style="list-style-type: none"> • Participants will gain a deeper understanding of trust and how it affects working relationships. • Participants will understand how fear of conflict can break down teams, and how to overcome fear of conflict. • Participants will learn how to gain true commitment from working teams. 	Camp Joy Executive Staff
Nov 4 Thursday	DISC Profile and Management Styles <ul style="list-style-type: none"> • Participant understands his/her DISC profile/ Learns how to understand his/her self and others based on DiSC style • Participant understands his/her own management style and other styles/ Learns how to manage and lead based on DiSC style • Participant is able to work effectively with many different types of people 	US Bank Debbie Mandell
Dec 3 Friday	Hay 360 Interpretation/Mentoring <ul style="list-style-type: none"> • Participants will Increase knowledge about coaching and mentoring • Participants will create an individual development plan • Participants will begin working relationship with mentor 	Roland D. West & Associates Roland West, President
Dec 16 Thursday	Sales and Marketing <ul style="list-style-type: none"> • Participant understands basic marketing concepts • Participant understands their program's marketing plan • Participant is effective at selling internally & externally • Participant generates new ideas for business growth 	Procter & Gamble Nancy Swanson Lisa Hillenbrand
Jan 6 Thursday	Financial Aspects of the Organization/Grant Writing <ul style="list-style-type: none"> • Participant understands basic finance, how to read a balance sheet and income statement • Participant has the skills necessary to prepare and manage his/her program budget and capital budget • Participant understands the basics of grant writing 	Smith, Beers Yunker Becky Sittason Finance TBD

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Jan 27 Thursday	Effective Communication <ul style="list-style-type: none"> • Participant understands different ways to communicate and methods of communication • Participant is able to use effective communication to involve others, build consensus and influence others • Participant is able to model effective listening 	NOVATIONS Bob Williams
Feb 17 Thursday	Managing and Embracing Change <ul style="list-style-type: none"> • Participant understands the community's and organization's rapidly changing environment • Participant is able to lead change • Participant is able to use effective strategies to facilitate change initiatives and overcome resistance to change 	TBD
Mar 10 Thursday	Managing External Stakeholders <ul style="list-style-type: none"> • Participant understands the key interests and motivations of various external stakeholder groups • Participant is effective at developing a balanced public policy position for their organization • Participant is effective at developing strategies to persuade stakeholders while advocating policy positions 	Talbert House Neil Tilow/CEO Teri Nau/ Community Relations Dir.
March 31 Thursday	Coaching & Developing People <ul style="list-style-type: none"> • Participant understands how to effectively evaluate and provide feedback • Participant understands and practices accountability • Participant is able to manage conflict • Participant understand how to motivate employees 	Steve Heinen Consulting Steve Heinen
April 28 Thursday	Process Improvement and Project Management <ul style="list-style-type: none"> • Participant understands the basic concepts of systematic process improvement • Participant understands the basic concepts of systematic project management • Participant understands critical elements of effective communications during a project and the consequences of poor communication 	Definity Partners Dave Mills
May 19 Thursday	Participants present leadership learnings in morning. Celebration lunch!! Working session for team projects	
Sept 15 Thursday	Graduation and Project Presentation to Executives and Board Chairs	