

Leadership Development

Performance Development

High Performing Contributors & Influencers

Statewide Leadership Development Programs:



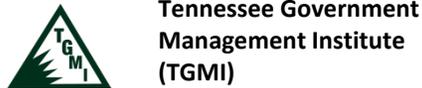
LEAD Tennessee

In partnership with LIPSCOMB UNIVERSITY



Tennessee Government Executive Institute (TGEI)

In partnership with THE UNIVERSITY OF TENNESSEE



Tennessee Government Management Institute (TGMi)

In partnership with THE UNIVERSITY OF TENNESSEE

Current Customized Leadership Programs:



Environment and Conservation



Next Level Leadership Academy
Department of Human Resources

Mission Possible Leadership Academy
Department of Human Services



Department of Transportation
Leadership Initiative

Department of Financial Institutions
Commissioner's Leadership Academy



HR Professionals:

HR MASTER SERIES:

UNLOCKING THE DOORS TO HR LEADERSHIP

In partnership with BELMONT UNIVERSITY

- Organizational Approaches
- Continuous Improvement
- Measurement
- Leadership
- Strategic Business

Three Pillars of Human Resources:



- Pillar 1: The Role of Human Resources in the Public Sector
- Pillar 2: Legal Issues in Human Resources
- Pillar 3: Human Resources Administration

Talent Management

Professional Development

Executive and Senior Level Leaders

All Employees

Talent Management:

- Workforce Development Planning
- Systems Thinking
- Succession Planning
- Talent Reviews
- Individual Development Plans

Organizational Landscape:

- Cultural Priorities
- Strategic Priorities
- Business Drivers
- Targets for Success
- Business Impact



Total Management Mechanics:

- S.M.A.R.T. Performance Planning - Required

S.M.A.R.T. Performance Planning

Aligning Employee Performance with Agency Mission

- Performance Management - Required / On Line
- Performance Coaching
- Competency & Behavioral Based Interviewing for Hiring Managers
- Change Management
- Conflict Management
- 5 Dysfunctions of a Team (Patrick Lencioni)
- Leading Effective Meetings
- Leading a Multi-Generational Workforce

Compliance:

- Respectful Workplace for Managers - Required
- Understanding the New ADA
- Harassment Intake/Referral Process - On Line
- Investigations: Discrimination and Harassment Claims

Development Assessments:

- DiSC Profile
- SDI - Strength Deployment Inventory
- Hartman Value Profile
- Lominger - Leadership Competencies

Essentials:

- Customer Service Training - Required
- Respectful Workplace for Staff - Required
- Becoming a Change Agent



Great People. Great Service.

On-line:

- Building Cohesive Teams*
- Conflict Management*
- Decision Making*
- Respectful Workplace: "Reaffirming my Commitment"

*Blended learning offers a combination of facilitated and on-line customized training