

Pathways to Peak Leadership



Workshop Schedule

In conjunction with our Pathways to Peak Leadership (PPL) program, the Talent Development team offers a variety of workshops throughout the year. While PPL participants and alumni are given priority registration in these workshops, remaining seats are open and advertised to Ivy Tech faculty and staff. These seats are available on a first come first served basis.

These workshops have become very popular and fill up quickly. If there is a workshop that you are especially interested in, we recommend that you make note of the date that registration opens and register on that date. Until further notice, we expect workshops to be facilitated virtually using Zoom.

When you register for a workshop, block out the time on your calendar. More details and information will follow your registration. You may be assigned pre-work in the week leading up to the workshop. Please also hold about an hour of time on your calendar to complete your pre-work during the week of the workshop.

Registering for Workshops via IvyLEAD

1. Login to IvyLEAD via MyIvy, under the Quicklinks
2. Click on "Learning Library" within IvyLEAD
3. Type in the name of the workshop in the search bar
4. Click "View Session"
5. Click "Register"

Building Internal Partnerships & Breaking Down Silos	May 21, 2021 1:00-4:00 EDT Registration Opens April 19, 2021
<u>Competencies:</u> Organizational Savvy, Building a Collaborative Environment, Building Partnerships, Shared Decision Making, Interpersonal Savvy	<u>Suited for:</u> those whose next career step is into a Mid-, Senior-, or Executive-Level Leadership Role
An effective leader develops and maintains responsive, cooperative, mutually beneficial, and ethical relationships that nurture diversity, promotes the success of all students and sustains the College's mission. This workshop will provide an introduction to strategies that will help you build internal partnerships and break down silos by building a unified vision, establishing trust, and creating cross functional teams.	
Ivy Tech's Funding Model & the Impact of Government Processes	June 18, 2021 Registration Opens May 17, 2021
<u>Competencies:</u> Government Processes, Advocacy, Fiscal Management	<u>Suited for:</u> those whose next career step is into a Senior- or Executive-Level Leadership Role
As a college leader it is important to understand Ivy Tech's funding model, the significance of government relations, and how both of those guide and impact priorities and initiatives within the College. In this workshop you will learn about the College's funding sources and college-wide and campus budgets. You'll also gain a broader understanding of how we maintain strong relationships with elected officials and government agencies to advance the College's mission and goals.	
Defining & Leading With Your Personal Values and Guiding Beliefs	July 23, 2021 Registration Opens June 21, 2021
<u>Competencies:</u> Mission & Vision	<u>Suited for:</u> those whose next career step is into a Mid-, Senior- or Executive-Level Leadership Role
"People have one thing in common: they are all different," says writer and poet Robert Zend. Your personal values and guiding beliefs represent your unique perspective on life that prioritizes and guides your actions. Find your purpose, ease decision-making, increase your confidence, and improve your ability to navigate through difficult situations, by reflecting upon and clarifying your personal values and beliefs. This workshop will guide you through activities to improve your self-awareness, define your values and beliefs, and create a plan for how you can apply and leverage those for maximum effectiveness as a leader.	

Name, Claim, and Aim - Understanding Your CliftonStrengths	August 13, 2021 Registration Opens July 12, 2021
<u>Competencies:</u> Mission and Vision, Building Effective Teams	<u>Suited for:</u> those whose next career step is into a Mid-, Senior- or Executive-Level Leadership Role
"What will happen when we think about what is right with people rather than fixating on what is wrong with them?" This question, posed by Gallup psychologist Don Clifton, sparked over 40 years of research based on human strengths and led to the creation of the CliftonStrengths assessment. In this workshop, you will take a deeper dive in to your strengths and go beyond just being able to name your talents. You'll be given an opportunity to explore how your top strengths allow you to be successful in your role, and then how to intentionally aim those strengths by putting them in to action. Prior completion of the CliftonStrengths assessment is required for this workshop.	
Appreciating Differences: Implicit Biases, Perceptions, and Micro-Aggressions	September 17, 2021 Registration Opens August 30, 2021
<u>Competencies:</u> Customer Service, Building Effective Teams, Building a Collaborative Environment, Diversity & Global Awareness, Interpersonal Savvy	<u>Suited for:</u> those whose next career step is into a Mid-, Senior-, or Executive-Level Leadership Role
Effective community college leaders seek to understand and validate the experiences and feelings of other people and create a culture of inclusion and belonging. This workshop will prompt you to broaden your perspective by engaging in dialogue with others. You will uncover and reflect upon your implicit biases, misperceptions, and the diversity of people within your inner circle. You'll also develop an awareness of how micro-aggressions manifest and how to counteract them. In this workshop you will create an action plan to improve inclusion internally, interpersonally, and institutionally.	
Developing Your Personal Brand and Building Your Network	October 22, 2021 Registration Opens September 20, 2021
<u>Competencies:</u> Mission & Vision, Organizational Savvy, Building Partnerships	<u>Suited for:</u> those whose next career step is into a Mid-, Senior-, or Executive-Level Leadership Role
Your personal brand is a combination of your skills, strengths, passions, values, and experiences that make you who you are. As you build relationships through a strong network, you are able to communicate that brand to others. In this workshop, you will recognize the importance of building your personal brand, create and utilize a personal value proposition, and identify the benefits of online branding. You will also analyze your network to identify areas of strength and opportunity, create and utilize a brief elevator pitch, and identify strategies to build your network and communicate your brand here at Ivy Tech.	
Developing Talent Using Coaching Skills & Other Tools	November 19, 2021 Registration Opens October 19, 2021
<u>Competencies:</u> Building Effective Teams, Interpersonal Savvy	<u>Suited for:</u> those whose next career step is into a Mid-, Senior-, or Executive-Level Leadership Role
Great managers have teams with less turnover, greater employee satisfaction, and high productivity/performance. So what does it take to be a great manager? Among other skills, great managers have the ability to coach employees and develop talent. This workshop will provide you with a framework, strategies, tools, and practice to improve your coaching skills. You'll also learn to utilize succession planning tools to analyze talent and strategically plan to meet the College's future needs, while developing internal talent.	
Creating a High Performance Team Using Performance Management Skills	December 10, 2021 Registration Opens November 16, 2021
<u>Competencies:</u> Building Effective Teams, Conflict Management, Interpersonal Savvy	<u>Suited for:</u> those whose next career step is into a Senior- or Executive-Level Leadership Role
By using ongoing performance management skills you can keep your high performers engaged, encourage growth and development, and quickly step in to correct performance problems to help your team members maximize their potential. In this workshop you will learn strategies to address the individual performance needs of each of your team members. Develop skills in providing timely and well-received feedback, monitoring performance, and utilizing rewards and recognition to promote high performance.	

Moving Your Ideas & Initiatives Forward with Buy-In From Decision Making Groups	January, 21, 2022 Registration Opens December 20, 2021
<u>Competencies:</u> Mission & Vision, Organizational Savvy, Building a Collaborative Environment, Building Partnerships, Shared Decision Making, Interpersonal Savvy, Presentation Skills	<u>Suited for:</u> those whose next career step is into a Senior- or Executive-Level Leadership Role
Oftentimes it takes more than just a great idea to move an initiative forward. Creating excitement and enthusiasm around your proposal is essential, but this can be difficult, especially if you're looking to roll it out across the state-wide system. In this workshop you will reflect upon your style and skill-level for navigating organizational politics and will begin to apply 5 effective strategies for organizational savvy. In this workshop you'll also work to influence by creating a compelling message customized to your audience.	
Setting the Stage for Effective Team Dynamics	February 18, 2022 Registration Opens January 17, 2022
<u>Competencies:</u> Building Effective Teams, Building a Collaborative Environment, Shared Decision Making, Interpersonal Savvy	<u>Suited for:</u> those whose next career step is into an Entry-, Mid-, Senior-, or Executive-Level Leadership Role
Babe Ruth wisely stated that "The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime." In this workshop, you will develop a familiarity with the stages of team development and will learn to troubleshoot team dynamics by identifying the issue, root cause, and methods of prevention. You will also analyze challenges you're experiencing with your team and create an action plan to improve team functioning.	
Create and Sustain an Empowering and Engaging Culture	March 18, 2022 Registration Opens February 14, 2022
<u>Competencies:</u> Culture Management, Change Management, Building Effective Teams, Shared Decision Making	<u>Suited for:</u> those whose next career step is into a Senior- or Executive-Level Leadership Role
The culture of an organization, department, or team is powerful. It can give employees focus, drive high performance, and empower employees to deliver exceptional work that aligns with a shared purpose. Without a defined or clear culture, employees' actions will not always support the ideal culture, which can result in a work environment that is chaotic and disengaging. As a leader, you have the ability to affect change and impact culture in a positive way. During this workshop, you will have the opportunity to learn how leaders from all different leadership levels across the College create engaging and empowering cultures. You will also develop strategies to align your day-to-day practices to positively impact your culture.	
Project Management Skills	April 22, 2022 Registration Opens March 21, 2022
<u>Competencies:</u> Process Improvement, Building Effective Teams, Written Communication	<u>Suited for:</u> those whose next career step is into an Entry-, Mid-, Senior-, or Executive-Level Leadership Role
Most project managers don't know they are project managers and don't carry the title or other trappings that would tell them they are project managers. Have you created or launched a new product, service, or initiative with many variables? Congratulations, you've served as a project manager. This workshop will provide an introduction to the project management lifecycle. You'll learn the value of creating a well-thought out charter, scope management, and how to use a work breakdown structure and activity network diagram to sequence your work and develop a project plan.	
Crucial Conversations	May 27, 2022 Registration Opens April 25, 2022
<u>Competencies:</u> Building Effective Teams, Conflict Management, Interpersonal Savvy	<u>Suited for:</u> those whose next career step is into an Entry-, Mid-, Senior-, or Executive-Level Leadership Role
Improve your skills and confidence in crucial conversations that you might otherwise avoid because of the anticipated emotions or differences in opinion. Learn to handle emotionally charged conversations by creating safe environment, establishing open dialogue, skillfully listening, and overcoming fear. Practice crucial conversations using the provided model and strategies.	

Questions? Please email TalentDevelopment@ivytech.edu