Better *LEADERS* for a more **COHESIVE TEAM**

FRAMEWORKS | ROUTINES | BEHAVIORS

01 **Embracing personalities – DISC Model**
1. Understand each personality and their behavioral styles
2. What each style needs and wants for success
3. The impact of personality on how we think, communicate & make decisions

02 **Creating an engaging work environment**
1. Creating a safe and engaging work environment
2. Aligning actions/behaviors to the team's core values
3. 3 steps pathway to success (the order of things)

03 **Coaching vs Managing**
1. What the best leaders do to grow their teams
2. The multiplier effect
3. The impact of coaching on engagement

04 **Improving communications**
1. Techniques for active listening
2. Fostering effective verbal and non-verbal communication
3. Creating a communication pathway for expressing ideas and concerns

05 **Holding people accountable to high standards**
1. It starts with leadership
2. How to set high expectations
3. How to master giving feedback

06 **Stress Management and well-being (avoid burnout)**
1. Applying the 80/20 rule to address leadership responsibilities and job demands
2. Separating the extrinsic results from intrinsic motivators (self care)
3. Learning how to say "no"

07 **Managing conflict or tension**
1. Identifying and addressing sources of team conflicts
2. Collaborative problem-solving techniques
3. Navigating disagreements constructively

08 **Responding to adversity**
1. What happens to us does not have to happen in us
2. Applying the philosophy of stoicism (control vs no control) to overcome destructive emotions
3. Embracing the PIT

09 **Bridging the generational diversity gap**
1. Defining teamwork and the expected behaviors to support it (common goals)
2. Incorporate flexibility and adapt to varied work style preferences
3. Putting people in their place…of strength!

10 **Setting goals for a more prosperous future**
1. Setting a clear direction for my growth/life
2. How to leverage my DISC style for more influence

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