

KIRKWOOD CORPORATE TRAINING

# LEADERSHIP DEVELOPMENT ACADEMY

2021 TRAINING SCHEDULE

## Preparing Tomorrow's Business Leaders Today.

Learn what it takes to lead  
in the business community.

The Leadership Development Academy from Kirkwood Corporate Training is a cohort of new and emerging leaders from the business community to develop and grow their understanding and application of leadership skills. Take a deep dive into eight leadership topics with dedicated time to collaborate and develop action items to implement into your workplace.

**Training sessions begin Feb. 23, 2021** at the following location:

Kirkwood Continuing Education Training Center | 101 50th Ave. SW | Cedar Rapids, IA

*Sessions are equipped to follow safe, in-person procedures or to be hosted online.*

For additional information or to register, please contact a Kirkwood Corporate Training program director at **319-398-5888** or visit [www.kirkwood.edu/corporatetraining](http://www.kirkwood.edu/corporatetraining)



# Leadership Development Academy Topics and Speakers

## Coaching in the Moment: Achieving Greater Success for Your Team

February 23, 2021 | 8 a.m. - Noon

Many of the most successful people in the workplace have leadership coaches because they understand the value in having someone who is dedicated to helping them continue to grow and develop as a leader. Importantly, coaching should not be limited only to executives and senior managers. We'll discuss tips and techniques for ways to lead by coaching with an emphasis on improving communication, setting and achieving goals, increasing accountability, building teams, and solving problems.

**Heather Woody** is a success coach who teams with individuals personally and professionally to help them experience their greatness. She has a passion for walking with people as they uncover their path to true success, goal achievement and fulfilled lives. She recently completed her Master Certification with the Certified Coaches Federation.

## Conflict Episode

March 9, 2021 | 12:30 p.m. - 4:30 p.m.

There are basically three sources or types of conflicts, and each type has a unique solution path. Unfortunately, these distinctions are rarely taught in conflict workshops. Without a proper diagnosis, we diminish our chances of successful conflict management. You will use your own workplace conflict to learn to diagnose their conflicts and gain valuable and effective tools to manage your conflicts with more confidence, less stress, and more success.

**Randy Richards, Ph.D.**, is the former co-director of the St. Ambrose Master of Organizational Leadership program and a professor emeritus of Philosophy and Managerial studies at St. Ambrose University. He has been a visiting professor at many Universities all over the world. He received his Ph.D. in Philosophy from the University of Iowa, his M.A. in Philosophy from Georgetown University, and his B.A. in Philosophy from St. Ambrose University.

## Insights for Leaders about Personality and Emotional Intelligence

March 23, 2021 | 8 a.m. - Noon

For organizations to thrive in today's environment, leaders need to build strong teams and model how to interact with customers, co-workers, and leadership in a professional manner. We'll look at ways we work best together and communicate every day as well as increasing our understanding of our own personality and behavior and those of others. With the use of real-life examples and support from the applicable research and tools, our discussions will center on actions you can apply immediately back out on the job.

**Celina Peerman, Ph.D.**, serves as an organizational behavior specialist with over 24 years of experience from front line to senior

level positions, in a wide range of industries and organizations. She is passionate about engaging our human resources in innovative ways to achieve even better organizational results.

Making sure we are well prepared to recruit and keep the best people and companies right here in Iowa is her priority.

## Conflict Sources and their Solution Paths

April 6, 2021 | 12:30 p.m. - 4:30 p.m.

This highly interactive session will dive further into one of the most powerful analytic skills you can develop in conflict management: diagnosing causes of conflict. Understanding that conflict arises from three sources offers us a huge advantage in knowing which solution path will most likely lead to productive, positive results.

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## Visioning and Strategic Planning: Applying a Future-Oriented Lens

April 20, 2021 | 12:30 p.m. - 4:30 p.m.

We will explore some of the foundational principles and strategies utilized by professional futurists. Through using various tools and techniques, you will develop a portfolio of resources that allow you to identify both problems and solutions that could occur in the future. Your organization will be better equipped to ask big "What If?" questions and, as a result, will be prepared to take action.

**Daniel Tuuri** is the former Director of Business and Information Technology at Kirkwood Community College. Prior to Kirkwood, he was a faculty member for eight years at both the University and Community College teaching Project Management and IT. He holds a Master's degree in Information Systems Management and has completed his coursework for a Doctorate in Community College Leadership.

## Collaborating Effectively within Teams and Creating Effective Cross-Functional Teams

May 4, 2021 | 8 a.m. - Noon

Collaboration is one of the top soft skills that employers are looking for in candidates. There is very little that happens in a business of any size that would not benefit from an improved ability for individuals to work together as a high-performing, collaborative team. You will explore outstanding examples of collaborative teams from multiple industries, and then work in sub-teams to collaborate and reach a solution to a "problem."

**Helena Long** is the vice president of leadership development at JET Engineering and is currently leading JET's efforts in recognizing a company's leadership and culture as the two most important foundations for success. Helena has over 30 years of executive and management experience in organization and talent development, employee engagement, and strategy execution. Her 15-year consulting record includes clients from Dell, Motorola, Ford, Boeing, Target, Verizon, Sprint, HNI, Barilla, and more.

## Building Leadership Resiliency to Handle Stress, Setbacks, and Change

May 18, 2021 | 8 a.m. - Noon

In times of crisis or uncertainty, the leader's character shines through. Have you found yourself wanting more skills to manage stress and overcome the fear of change? In this session, we will explore the steps to be resilient when setbacks or stress increase, focusing on an eight-step process to coach yourself and others in the areas of choice management, delegation, stress management, and creating a culture of caring.

**Lisa Schaefer** is an educator, counselor, college instructor, and is the owner of Shine with Schaefer LLC, a coaching and consulting business that focuses on developing leadership skills in both employees and students. Lisa graduated from University of Wisconsin with a Master's Degree in Counseling and Bachelor's Degree in Psychology. She is a founding member of the John Maxwell Leadership Team and has presented trainings to over 100 different companies in the nation.

## Leading Forward: Recruiting and Retaining Employees, and Essential Leadership Skills During Times of Change

June 8, 2021 | 8 a.m. - Noon

Starting with the end in mind fits for our staffing plans, too! This session will focus on steps that hiring managers can take to understand the position and person they seek to fill openings, while understanding the balance of wanting the right fit for long-term engagement and productivity. This will also examine what it takes to be an effective leader today and how to lead your people during times of change.

**Celina Peerman, Ph.D.**, serves as an organizational behavior specialist with over 24 years of experience from front line to senior level positions, in a wide range of industries and organizations. She is passionate about engaging our human resources in innovative ways to achieve even better organizational results. Making sure we are well prepared to recruit and keep the best people and companies right here in Iowa is her priority.

\* There will be pre- and post-work for each session.