



NEW Leadership Development Program

UNCG Human Resources is offering a special leadership development program, “Purposeful Leadership,” to engage your Directors and Managers in a journey of exploration and inspiration designed to develop more meaningful working relationships with their staffs. Before advertising to the entire campus, we would like to offer you the opportunity to reserve a spot for any individual(s) in your organization who you would like to see benefit from this development opportunity.

The program consists of two workshops designed to help leaders:

- Improve directive and supportive behaviors by learning how and when to use various styles of leadership when managing the performance of direct reports;
- Understand how to handle disagreements and high-stakes, sensitive conversations which may be keeping staff members from accomplishing superior performance;
- Develop a dynamic skill-set that will allow leaders to appropriately manage any situation with nearly any staff member—despite professional challenges involving power, position or authority; and
- Stay on the fast track to success by dynamically leading employees according to their varying levels of competence and commitment.

SITUATIONAL Leadership

The program is designed for all levels of experience and is based on the leadership style developed and studied by Kenneth Blanchard and Paul Hersey. Situational leadership refers

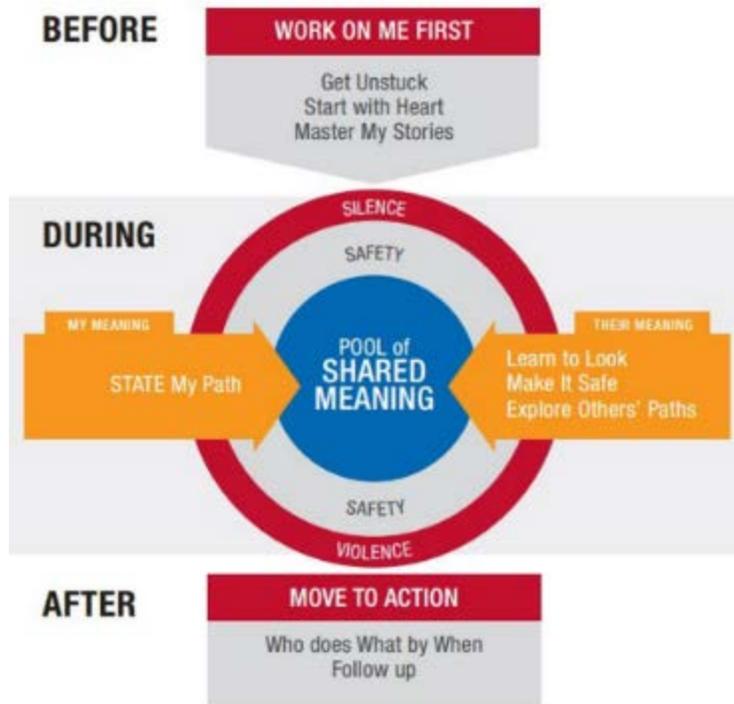
to when the Director or Manager within the University must adjust their style to fit the development level of their staff they are trying to influence based on the situation. In this workshop, your Directors and Managers will learn how to apply their leadership style to best match the competency and commitment of their direct reports.



Tools for Talking When Stakes are High

Crucial Conversation Model will teach your Directors and Managers how to handle disagreements and high-stakes, highly sensitive communication. It has been developed on the premise that when you are stuck in any situation—whether it's at home or work—there is a crucial conversation keeping you from accomplishing the desired results. Participants will develop a skill-set that allows them to face any situation with nearly anyone. They will develop their communication skills to more effectively address sensitive and potentially difficult conversations and avoid complicated disagreements which often require intervention.

CRUCIAL CONVERSATIONS MODEL



“Purposeful Leadership” will be offered in four cohorts on the following dates:

Cohort 1

May 15 & May 17, 2018 (Situational Leadership and Crucial Conversations workshops, same week)

Cohort 2

May 22, 2018 (Situational Leadership only)
May 29, 2018 (Crucial Conversations only)

Cohort 3

September 11 & 13, 2018 (Situational Leadership and Crucial Conversations workshops, same week)

Cohort 4

September 18, 2018 (Situational Leadership)
September 25, 2018 (Crucial Conversations)

All cohorts will be held according to the following schedule:

Full-day, 8:30am – 11:30am and 12:00pm – 3:00pm. Lunch will be provided and a “working

lunch” will be held.

Location: UNCG Police Building Room 108

Facilitators: Marsha McKay, Director for Learning and Organization Development, UNCG Human Resources and Veronica Sills, EEO Consultant and Investigator, UNCG Human Resources

Please contact Marsha McKay, Director for Learning and Development, UNCG Human Resources at 336-334-4507 or at m_mckay@uncg.edu to reserve spots for your team members.



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