

HOLISTIC LEADERSHIP

Navigating the Mindscape of Effective Leadership

Certificate



BIG SKY WAY
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96% of our students say information learned in our courses can be applied immediately or within 7 days.

WHAT STUDENTS ARE SAYING!

“This training is so effective because it gives you the tools to handle everyday work situations.”

“The Leadership course taught by Chance covered all aspects of leading people on a team. The instructor’s life experiences bring validity to his role a top-notch instructor.”

“Big Sky Way is an expert in organizational development. What I’ve learned will be a game changer for my organization!”

Program Description

Workplace expectations and employee’s need are changing, and not all leaders are up to speed. To keep a competitive advantage, *21st century organizations need 21st century leaders*. Big Sky Way’s Leading Teams Certificate Program is designed to provide the skills and practice to effectively lead and manage high-performance teams.

Every leader has their *unique starting point*, but they need to stretch beyond their default leadership comfort zone from time to time in order to be more complete. The one-dimensional leader sticks to what they know and avoid what they are less comfortable with; the multi-dimensional leader has *situational awareness* and can flex to the needs of the circumstance.

Educational Delivery

This education is delivered live online for 2 days per week x 2 Hours. 7.5 Weeks = 15 Sessions

Participants receive the following:

- ★ **CERTIFICATE:** Upon successful completion, participants will receive a joint Workforce Development Certificate from Big Sky Way and Dawson Community College.
- ★ **RESOURCE PLATFORM:** LIFETIME ACCESS to our exclusive resource platform, Access to all content covered in class + MORE! Pre-recorded presentations, course manuals, scripts, and exercises.
- ★ **WORKSHEETS:** All Worksheets! Ready to use!
- ★ **DiSC® PROFILE:** Everything DiSC Management-Leadership Profile
- ★ **ASSESSMENT:** Gallup Q12 Employee Engagement Assessment
- ★ **BOOK:** Wiley’s 8 Dimensions of a Leader



Our Signature Workforce Development Certificate is brought to you in partnership by:



PROGRAM SESSIONS

Introduction to Leadership

This section introduces participants to an overview of leadership theory, yin-yang nature of management and leadership, Wiley's 8 dimensions of leadership, and 8-week self-assessment of leadership practices using Wiley's 8 dimensions & Gallup's 12 engagement factors.

DiSC® Foundations for Leadership & Management

This section overviews DiSC® theory, interpretation of personal tendencies, people reading, strategies for effective communication, and application for directing/delegating to employees, motivating, developing, and managing up. Includes Everything DiSC Management-Leadership Profile Report.

Gallup's® Employee Engagement for Leaders

This section overviews Gallup's research on the psychological needs of the workplace (correlates with profitability, productivity, customer satisfaction, safety, theft, and turnover), tour of what the 12 factors mean, highlights on how managers and leaders can increase engagement, steps for teams to have high ROI conversations for improving employee engagement, and relationship to Wiley's 8 dimensions of leadership. Includes Gallup Q12 team report.

Innovation & Goal Conversations

This section promotes the leadership qualities of pioneering, action-orientation, and assertion thinking by 'thinking-outside-the box'. This includes a practice activity of exploring bold new ideas for your organization. Further, this section overviews goal theory, psychology of why goals work, simple goal scripts for leaders, and advanced goal conversations scripts using the G.R.O.W. model. This includes a practice activity of conducting live goal and G.R.O.W conversations.

Business Results with Balanced Scorecards & Employee Results with 1-on-1 Scripts

This section promotes the leadership qualities of commanding, drive, and results thinking by overviews the Balanced Scorecard model for tracking and summarizing key business metrics. This includes a practice activity of building a draft Balance Scorecard for your organization. Further, this section provides ongoing performance scripts for measuring and managing employee performance and highlights conversation basics for accountability. This includes a practice activity of scripting a 1-on-1 performance outline for your role in the organization.

Problem Finding & Corrective Feedback for Low Performance

This section promotes the leadership qualities of resolute, challenging, and justification thinking by identifying the value of problem finding. This includes a practice activity of searching for deeper issues that drive organizational problems. Further, this section provides leadership scripts for having corrective feedback conversations for low performance. This includes scripting a corrective feedback outline for low performance situation in your organization.

Analyzing Direction with Strategy & Decision Making with Cost-Benefit Analysis

This section promotes the leadership qualities of deliberate, objective and accuracy thinking by overviews the basics of strategic planning. This includes a practice activity of developing a SWOT and TOWS analysis, Strategic Priority Bucket, and War-Battle-Plan of Attack Outline. Further, this section provides an overview of decision-making using cost-benefit analysis. This includes a practice activity of conducting a cost-benefit for real life business decision.

Stability with Meetings & Psychological Safety during Change Management

This section promotes the leadership qualities of humble, reliable, and stable thinking by overviewing four types of business meetings. This includes a practice activity of conducting a live tactical meeting. Further, this section provides an overview for dealing with change management. This includes a practice activity of creating a change management script for a real situation in your organization.

Building Trust Accounts & 3 Pillars of Trust in Dialogue

This section promotes the leadership qualities of inclusive, support, and harmony thinking by overviewing underlying components of trust accounts. This includes a practice activity of self-assessment for trust skills. Further, this section provides an overview on the three pillars of building trust. This includes practice activities for being present, empathic listening, and speaking the right language.

Encouragement Feedback for High Performance & Collaborative Conversations

This section promotes the leadership qualities of affirming, collaborative, and relationship thinking by overviewing leadership scripts for high performance feedback. This includes a practice activity of scripting a high-performance feedback situation for your organization. Further, this section provides an overview of win-win mindset and conducting collaborative dialogue. This includes a practice activity for conducting a win-win conversation.

Strength-Based Motivation & Growth/Development Conversations

This section promotes the leadership qualities of energizing, encouragement, and enthusiasm thinking by overviewing a strength-based approach to performance. This includes a practice activity of identifying motivating approaches for your organization's team members and viewing Fish! philosophy in order to create a fun culture. Further, this course provides an overview of developing growth and development plans for team members. This includes a practice activity for writing a personal development plan.

Instructor

Dr. Chance Eaton holds advanced degrees in business, psychology, and education leadership, and undergraduate degrees in business, psychology, and psychotherapy. Growing up on a large corporate farm and ranch gave Dr. Eaton a running start on all things small business management. After leaving, he has spent most of his career working in, or with, small and medium sized businesses. Inspired by his background in agriculture, Dr. Eaton finds great joy in weaving Big Sky principles into the complexities of the 21st century organization.



Dr. Chance Eaton