

MARCIA DICKERSON CONSULTING

Leadership Development Workshops

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For new or experienced managers, we can craft workshops that meet your needs on the following topics. We emphasize interactivity and engagement in sessions, using assessments, activities, and discussion to tailor learning to each individual. Here are the topics and typical time periods allotted. Not sure what you need? Get in touch!

Leadership Fundamentals (90 min.)

- The leadership triangle - leaders, followers, and situation
- Six sources of power in leadership
- Matching leader behavior to followers
- Assessment: Leader behavior

Authentic Leadership (90 min.)

- Elements of authentic leadership: self-awareness, relational transparency, balanced processing, moral code
- Positive psychological capacities and leadership skill
- Assessment: Authentic Leadership

Managing Conflict (45 min)

- A-Type versus C-Type conflict
- Conflict resolution
- Assessment: Conflict Resolution Style

Managing Change (45 min)

- Lewin's Model of Change
- Overcoming resistance to change
- Assessment: Involvement in Decision-Making

Employee Engagement (45 min)

- Signs of disengagement
- Drivers of engagement
- Activities for engagement

Communication (90 min.)

- The communication process and errors
- Choosing the right communication medium
- Giving and receiving feedback effectively
- Emotional intelligence in communication
- Assessment: Emotional intelligence

Building Trust & Enacting Fairness

(90 min.)

- Leader behaviors to build trust
- Reinforcement theory and trust
- Workplace justice
- Reducing unintentionally unfair leadership
- Assessment: Theory X and Y styles

Organizational Culture (45 min)

- Defining culture
- Enhancing culture in the organization
- Managing culture change
- Assessment: Elements of culture

Leading the Multigenerational Workforce

(90 min)

- Navigating generational challenges
- Motivating and engaging Gen Z

Accountability & Taking Ownership (90 min)

- Internal versus external accountability
- Goal setting
- Assessment: Need for accountability

Testimonials from workshop evaluations:

- "Marcia was very engaging, instructive, and practical in ways to address and fix management challenges."
- "Very engaging and informative. I was able to immediately recognize situations, even very recently, in which I wish I had this training."
- "Marcia showed genuine interest in helping us improve our daily work issues."
- "Very engaging training that provides valuable insight. Marcia allows participants to take ownership of solutions instead of just telling us the approach to take."
- "This training is a breath of fresh air. This is an open and honest environment for training."

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Leadership Workshop Series

This series of three 90-minute workshops is designed to help employees move into or improve in leadership roles through assessment, interactive training, goal-setting, and resources. The workshops address the leadership fundamentals that prepare managers to be their most effective. Before each interactive workshop, participants will complete assessments to assist in discussion. After each session, participants get follow-up support with resources specific to the goals that they set. Workshops are ideally spaced 4-6 weeks apart.

WORKSHOP TOPICS

Taking Responsibility

This session introduces participants to the particular challenges and requirements of being successful in managerial roles by emphasizing the importance of trust and accountability.

Pre-workshop Assessments: Theory X and Theory Y styles; Leader Behavior Assessment

Workshop Topics: Challenges of being a manager, leader behaviors (task-focused and person-focused), building trust through fairness, accountability

Communicating Effectively

This session explores the foundations of successful two-way communication as a means to enhance productivity and support organizational culture.

Pre-workshop Assessments: Emotional Intelligence; Feedback-seeking Behavior

Workshop Topics: Choosing the right communication medium, giving and receiving feedback effectively, having difficult conversations, improving emotional intelligence, managing change through communication

Engaging Employees

This session emphasizes employee engagement to assist the new manager in driving both productivity and commitment.

Pre-workshop Assessments: Conflict Resolution Style; Goal Orientation

Workshop Topics: Motivating others, conflict resolution, developing employees, and creating a culture of learning

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Leadership Development Workshops Deliverables and Terms

Deliverables

Each session includes the following:

- Initial discussion/discovery with client to tailor workshops to specific client needs
- Pre-work online assessments with individual results
- Interactive workshop at employer's location, with binders of materials for each participant included in price
- Participant evaluation of workshop (results shared with employer)

Terms

- Workshops are to be held at employer's location. No additional charge for materials or travel up to 75 miles from Ruston, LA. If offsite training is preferred, it can be secured.
- A 50% downpayment is required to secure a training date.
- Prices depend on size of group and number of sessions. Contact us via phone or email for a free discovery meeting and specific pricing.

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Marcia Dickerson, PhD, is a consultant specializing in human resources, leadership, and management. She has a B.B.A. in Human Resources from the University of Iowa and a Ph.D. in Management from Michigan State University. Marcia is SHRM-SCP certified and has an accredited Executive Business Coach certificate from IAP Career College.