

<b>Description</b>	<p>Dion Leadership’s First-Level Leader program introduces learners to concepts and skills essential for leading others. Targeted at new managers, individuals ready for promotion to management, or existing managers who have experienced little to no previous training and development, the program combines interactive content developed from research-based best practices with assessment tools that increase self-awareness and provide a personalized learning experience. Learners attend 6 full-day classroom-based sessions, which can be configured into a series of multi-day series based on work schedules, travel considerations, corporate calendars, and other requirements (e.g., 2 three-day sessions, or 3 two-day sessions).</p>
<b>Objectives</b>	<p>Learners in the First-Level Leader program will:</p> <ul style="list-style-type: none"> <li>• Personalize organizational goals and/or competencies into markers of individual success</li> <li>• Increase self-awareness of their emotional intelligence levels, personal leadership styles, and preferred modes of handling conflict and exercising influence</li> <li>• Explore Lencioni’s five behaviors in the context of team leadership</li> <li>• Explore elements of and barriers to effective communication</li> <li>• Learn and practice a behavioral model for engaging in healthy conflict</li> <li>• Explore goal setting and performance assessment</li> <li>• Explore and practice models and methods of delivering performance feedback</li> <li>• Create action plans for trying and applying new skills and insights</li> <li>• Supplement classroom learning with between-session assignments, including readings, interviews, practice, structured manager debriefs, and experiential learning activities</li> </ul>
<b>Assessments</b>	<ul style="list-style-type: none"> <li>• Everything DiSC Management</li> <li>• Talentsmart Emotional Intelligence 2.0</li> <li>• Thomas-Kilmann Conflict Handling Modes</li> <li>• Influence Style Indicator</li> </ul>
<b>Additional Features for Hi-Po Learners</b>	<ul style="list-style-type: none"> <li>• Individual action planning and one-on-one coaching</li> <li>• Enrichment learning activities</li> <li>• Facility/plant tours</li> <li>• Mentoring partnerships</li> <li>• Senior leaders as guest speakers</li> <li>• Networking events</li> <li>• Cohort-based team-building activities</li> </ul>

