

<b>Description</b>	<p>Dion Leadership’s Mid-Level Leader program enables experienced managers to strengthen specific critical competencies and increase their personal effectiveness as leaders of people. This 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 8 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., 4 two-day sessions or similar configuration).</p>
<b>Objectives</b>	<p>Learners in the Mid-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 and their personal styles of leadership, handling conflict, making decisions, managing change, exercising influence, and building trust</li> <li>• Explore models and best practices for delivering performance feedback, delegating and collaborating effectively, and managing change</li> <li>• Learn to hold others accountable and model accountability as a leader</li> <li>• Explore and practice models and methods of critical thinking, decision-making, and problem solving</li> <li>• Create action plans for trying and applying new 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 Productive Conflict</li> <li>• Talentsmart Emotional Intelligence 2.0</li> <li>• Decision Style Profile</li> <li>• Change Style Indicator</li> <li>• Influence Style Indicator</li> <li>• Trust Quotient Assessment</li> </ul>
<b>Additional Features for Hi-Po Learners</b>	<ul style="list-style-type: none"> <li>• 360 assessment and debrief, individual action planning, and one-on-one coaching</li> <li>• Enrichment learning activities</li> <li>• Capstone project with presentation to senior leadership</li> <li>• Facility/plant tours</li> <li>• Mentoring partnerships</li> <li>• Learning journals</li> <li>• Peer roundtables</li> <li>• Senior leaders as guest speakers</li> <li>• Networking events</li> <li>• Cohort-based team-building activities</li> </ul>