

# Build Your Academy **with Mix & Match Modules**

Whether you need a targeted course or a full-fledged development experience, our 4-week modules make it easy to build the ideal academy for your leaders' and managers' needs.

## **Transitioning to Your Role**

Learn to be more effective while transitioning into a new management role and create stronger working relationships.

## **Coaching & Feedback**

Learn the ABCs of coaching, different sources and types of feedback, and five ways to give feedback effectively.

## **Mindsets of Leadership**

Why mindset is important, how it impacts leadership styles, and how a leader can shift their mindset for greater success.

## **Remote/Hybrid Leadership**

How to revolutionize remote and hybrid work strategies to create the healthiest workplace possible – no matter where it is.

## **Managing Change**

Understand the differences between managing, leading, and championing change, and help people choose to change.

## **Collaboration & Teamwork**

Understand different types of teams and the leader's role in creating collaboration, plus seven ways to have better meetings.

# Mindsets of Leadership with the Kevin Eikenberry Group



Explore why mindset is important, how it impacts leadership styles, and how a leader can shift their mindset for greater success.

## Week 1: Pre-recorded session

- 3-O Model of Leadership
- The role mindset leadership plays in your role
- Readjust how you view leadership

## Week 2: Live session

- Discover 5 specific mindsets and how they influence leadership, including:
  - Fixed vs. Growth
  - Prevention vs. Proactive
  - Inward vs. Outward
  - Self-view
  - Accountability

## Week 3: Individual work

- Where do you stand on each of the five mindsets?
- How does that shape the way you lead?

## Week 4: Live Session

- Discuss mindset as an automatic reaction
- Build a plan for changing your leadership mindset for greater success

# Transitioning to Your Role with the Kevin Eikenberry Group



Identify five ways to be more effective while transitioning into a new management role and create stronger working relationships.

## Week 1: Pre-recorded session

- Introduce four main changes that happen when you become a leader, including relationships, needed skills, mindsets, and perspective

## Week 2: Live session

- Define what leadership is and is not
- Introduce common mistakes new leaders make
- Explore transition conversations with your team

## Week 3: Individual work

- Assess your working relationships
- Prioritize which mindset would best serve your transition
- Create an action plan to improve your new relationships

## Week 4: Live Session

- Practice applying the tools and techniques you've learned so far in your role

# Managing Change with the Kevin Eikenberry Group



Learn the differences between managing, leading, and championing change, and helping people choose to change.

## Week 1: Pre-recorded session

- Better understand change as a process
- Discover the differences between managing, leading, and championing change

## Week 2: Live session

- The difference between compliance and commitment
- The Change Formula

## Week 3: Individual work

- Reflect on how you approach change
- Prepare for live discussion on preparing and managing change

## Week 4: Live Session

- How to help people make the choice to change

# Coaching & Feedback with the Kevin Eikenberry Group



Learn the ABCs of coaching, different sources and types of feedback, and five ways to give feedback effectively.

## Week 1: Pre-recorded session

- Explore coaching as a leader
- Explore 3 factors that impact feedback acceptance and application

## Week 2: Live session

- Discuss the balance of feedback
- Introduce the tactics to make your feedback more heard, understood, accepted, and applied

## Week 3: Individual work

- Evaluate the responsibilities of a coach
- Develop an action plan to develop your skills

## Week 4: Live Session

- Discuss the goal of feedback
- The four types of feedback and how it applies to your role as a leader

# Collaboration & Teamwork with the Kevin Eikenberry Group



Understand different types of teams and the leader's role in creating collaboration, plus seven ways to have better meetings.

## Week 1: Pre-recorded session

- Explore team dynamics, including the two types of teams
- Evaluate what type of team you lead
- Reflect on your leadership style

## Week 2: Live session

- Further explore the stages of team development
- Your role in creating effective collaboration as a leader

## Week 3: Individual work

- Strengthen your team's development
- Facilitate a team meeting

## Week 4: Live Session

- Create actions steps to prepare for success

## Remote/Hybrid Leadership with Mike Gutman



Learn how to shift towards a results- and productivity-based management style, support the wellness of remote employees, create connection, and drive results.

### Week 1: Pre-recorded session

- Diagnosing challenges, opportunities, and successes in your remote team
- Identifying where there is room for optimization in the areas of productivity, collaboration, work-life balance, and more

### Week 2: Live session

- Introduce the concept of a team charter
- Learn strategies to move from effort to results
- Discuss how to build trust and accountability with your team
- Gain tools to move from inefficient to efficient communication

### Week 3: Individual work

- Complete team charter homework

### Week 4: Live Session

- Defining elements of an inclusive and vibrant culture
- Defining the feelings of health and wellness
- Defining the core tenants of the culture you want to create on your team
- Determining how to complete your team charter and optimize your remote leadership strategy over time