

Leadership Development Workshops

Building Trust with Your Team



It's no secret that trust is a crucial element of every workplace relationship - the challenge for leaders is how to operationalize trust in time-stressed environments. **Building Trust with Your Team** helps leaders learn how to facilitate the process of building and repairing trust in teams and work groups. After completing this workshop, participants will be able to (1) explain the value of workplace trust, (2) identify examples of how leaders build trust, (3) analyze the ways trust impacts team performance, (4) practice behaviors that build trust, and (5) develop action plans to establish and repair trust in the workplace.. *Session dates/times: March 4: 8-12 or 1-5*

Communicating with Your Team: Understanding Styles



As a leader, do you ever feel like you're just not getting your message across to certain people in your workplace? **Communicating with Your Team: Understanding Styles** provides an in-depth exploration of communication styles and how they impact collaboration. After completing this workshop, participants will be able to (1) recognize four primary communication styles, (2) identify strengths and weakness of each style, and (3) develop strategies to help employees with different styles work together more effectively. *Session dates/times: February 27: 8-12 or 1-5; March 26: 8-12; June 9: 8-12*

Leading the Multigenerational Workforce



Leading the Multigenerational Workforce explores the dynamics of working in multigenerational workplaces. After completing this workshop, participants will be able to (1) recognize the characteristics of various generations and how these factors impact teams, (2) identify tools to help mixed generations work well together, and (3) develop approaches to leverage the variety of growth opportunities provided by multigenerational teams. *Session dates/times: March 26: 1-5; June 30: 8-12 or 1-5*

Giving and Receiving Feedback



Even the most experienced manager can struggle with the art of sharing - and receiving - suggestions for improvement. **Giving and Receiving Feedback** helps you with just that! After completing this workshop, participants will be able to (1) identify the increased performance benefits of creating a culture of mutual feedback, (2) develop strategies for engaging teams in feedback, and (3) practice providing and soliciting useful feedback with employees. *Session dates/times: February 26: 8-12; March 5: 8-12 or 1-5; April 6: 8-12; June 8: 1-5*

Bystander Intervention



Sometimes we just don't know what to say or do when we witness incidents of harassment and discrimination in the workplace. **Bystander Intervention** helps professionals develop tools to intervene and support colleagues and customers who are the targets of inappropriate words and behaviors. After completing this workshop, participants will be able to (1) explain the bystander effect, (2) identify unhealthy and potentially abusive behaviors, and (3) develop intervention strategies for difficult situations. *Session dates/times: April 6: 1-5; June 8: 8-12*

Cost per person for each workshop is \$100.

For more information, please contact: traininginfo@des.wa.gov