

*“I believe real answers lie within you.*

*They simply need to be unleashed. I can help you do that – find the answers that will make a profound difference in your life, your career and your organization.”*

# Training to develop better leaders

**Who are the people on your leadership team – and what’s holding them back?**

**What new information do they need to become:**

- More confident?
- More effective?
- Top performers?

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Training programs equip your leaders with new knowledge, skills and tools so they can achieve their individual potential, improve the business and move your organization closer toward its vision.

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**Training programs are designed especially for nonprofits, public agencies and small businesses – even startups**

**We design training programs on specific aspects of leadership development to match the precise needs of your leadership team:**

- Nonprofits and public agencies
  - Mid-level managers
  - Executives
  - CEOs
- Startups or small businesses
  - Entrepreneurs

**Many organizations have advanced their teams with training on these and other aspects of leadership development:**

- Myers-Briggs Type Indicator® (MBTI®)
  - Understanding the instrument and how to use it
- Emotional Intelligence
- Communication and engaged feedback
- Alignment of mission, vision and values
- Fear of change
  - Why do people resist change?
  - What can we do about it?
- Embracing the leadership role
- Inspiring high-performing leaders
- Team building
- Succession planning

**Leadership training from a coach’s perspective**

**As a personal and executive coach as well as a trainer, I can help you:**

- Decipher what has – or has not – worked in the past
- Discover how to relate a new training concept to what you do every day as a leader in your organization
- Apply a new training concept to solve a problem you are experiencing right now

And I’m always on the lookout for **“a coaching moment”**: the chance to work one-on-one to help an individual build a new skill on the fly.

**What you can expect**

**Before the training begins, I will:**

- Ask the right questions to learn about you, your organization and how you work
- Assess where participants are on the leadership development spectrum
- Listen to your expectations about learning outcomes

**During the training, I will:**

- Start where the group is and tailor the training accordingly
- Present material how the group needs to hear it

- Ask provocative questions to help peel back the layers of discovery
- Keep it interactive – plenty of time for discussion and feedback
- Make it comfortable for everyone to participate
- Help individuals apply principles to challenges they face every day
- Involve everyone in problem solving so the group benefits from a diversity of knowledge, experiences and opinions

I take a **systems approach** to training – looking first at individuals and then the role they play in the larger system – and recommend ways to adapt.

**“This training was exactly what we needed to help bring this group together to continue our critical work during these difficult times.”**

## What will change for you and your leadership team?

### After the training, you will:

- Know what your challenges really are
- Be confident in your ability to talk about – and apply – what you have learned
- Leave with the framework and initial steps toward an intervention plan
- Know how to apply new concepts where they can make the most difference:
  - Immediate work group
  - Larger work team

- Leadership circle
- Executive committee
- Board of directors
- Volunteers
- Constituents

**“Since we took the training, I wish you could hear our meetings – the language is different! It has truly become a management transformation for us.”**

## Choose from half-day to multiple-day trainings for either small or large groups

### Format options:

- Half-day
- One day
- Multiple-day
- Retreats

### Delivery options:

- Face-to-face
- Webinar format (for shorter trainings)

### Group size:

- Small groups (6–25 people)
- Large groups (25–100 people)

**“Your training gave us a framework so we can continue to problem solve as we go forward.”**

## Train your leaders – and move your organization closer toward its vision

### Contact me today at

[rreagh@reaghandassociates.com](mailto:rreagh@reaghandassociates.com) or 937.901.5612 so we can discuss your organization, your challenges and your team’s precise training needs.

Take that first step to find the answers that lie within you!

## Meet Rhonda Reagh



### I know what it takes to train and develop better leaders

#### 1. Knowledge

As a licensed independent social worker since 1980, I train from a foundation of **social work knowledge**, steeped in years of experience working in public agencies and nonprofit organizations and with the diverse populations they serve.

#### 2. Skills and experience

During my 30-plus years in social services administration, I was a proud public servant who **led people in highly complex organizations** – from the very small to the very large. So I lived the challenges of leadership every day.

#### 3. Time in the classroom

For more than three decades, I have taught **social work and management courses at several Ohio universities** including The Ohio State University and Wright State University. I know how to **tailor content instinctively** to meet the needs of different learners in the classroom.