



Leadership Development

Level 2: Mid-Range Experience

Each Module is 3-5 hours in duration and can be delivered individually or in combinations to fit your needs!



Our Leadership Modules are rooted in the understanding that leadership is a relationship. And it is through that relationship that a leader is able to execute on a plan that delivers results, engages people, and creates an environment of inclusion, innovation, and success.

We use a highly-interactive and challenging approach to help participants get a greater understanding of the critical aspects of leadership and go beyond theory and cliché to bring a new perspective and more effective use of the material.

"This Program is a game-changer and we are barely out of the gate!"
- **A. Hathaway, BCF Extrusion Manager, Shaw Industries**

"Carolina Training and Assessments' training content related well to the work and situations that our employees experience. Jim Fadell's style quickly and easily put our team at ease, drew them in and got them to participate."
- **P. Monegan, VP of Operations, Zeus Industrial Products**

"Carolina Training and Assessments has become an invaluable part of the coaching and leadership development at SPC Credit Union."
- **L. Weatherford, CEO, SPC Credit Union**

Module 6: Emotional Intelligence, Approachability, and Managing Your Team*

- ✓ Do you have what it takes to be a manager?
- ✓ Understanding emotional capacity
- ✓ Your priorities when it comes to managing
- ✓ Motivating and Developing your employees
- ✓ Managing UP to gain buy-in from YOUR manager

Module 7: Alignment, Right People, Right Seat

- ✓ The Culture YOU create
- ✓ Effective delegation that elevates employees and creates more time to lead and manage
- ✓ Right People, Right Seat strategy and process

Module 8: Hiring

- ✓ Labor laws, Title VII, discrimination/harassment/retaliation
- ✓ The Hiring Process
 - Critical factors for success
 - Effective interviewing
 - Avoiding pitfalls
 - Getting to the real qualifications
- ✓ Objective Ratings
 - Eliminating subjective reactions
 - Building consistency among different interviewers

Module 9: Accountability and the Performance Review

- ✓ Leadership Actions
- ✓ Management Actions
- ✓ Why accountability shows you care
 - Organizing performance into quarterly conversations and an annual summary
- ✓ Ratings and motivation
- ✓ Eliminating subjectivity
- ✓ Preparing for the Review

*Participants take an Everything DiSC® assessment as part of this Module