

# 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.

### HEAR WHAT PEOPLE ARE SAYING ABOUT US:

*"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

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



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### 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