



Leadership Academy



MERCED COUNTY
OFFICE OF EDUCATION
632 West 13th Street, Merced, CA 95341
(209) 381-6603 • www.mcoe.org

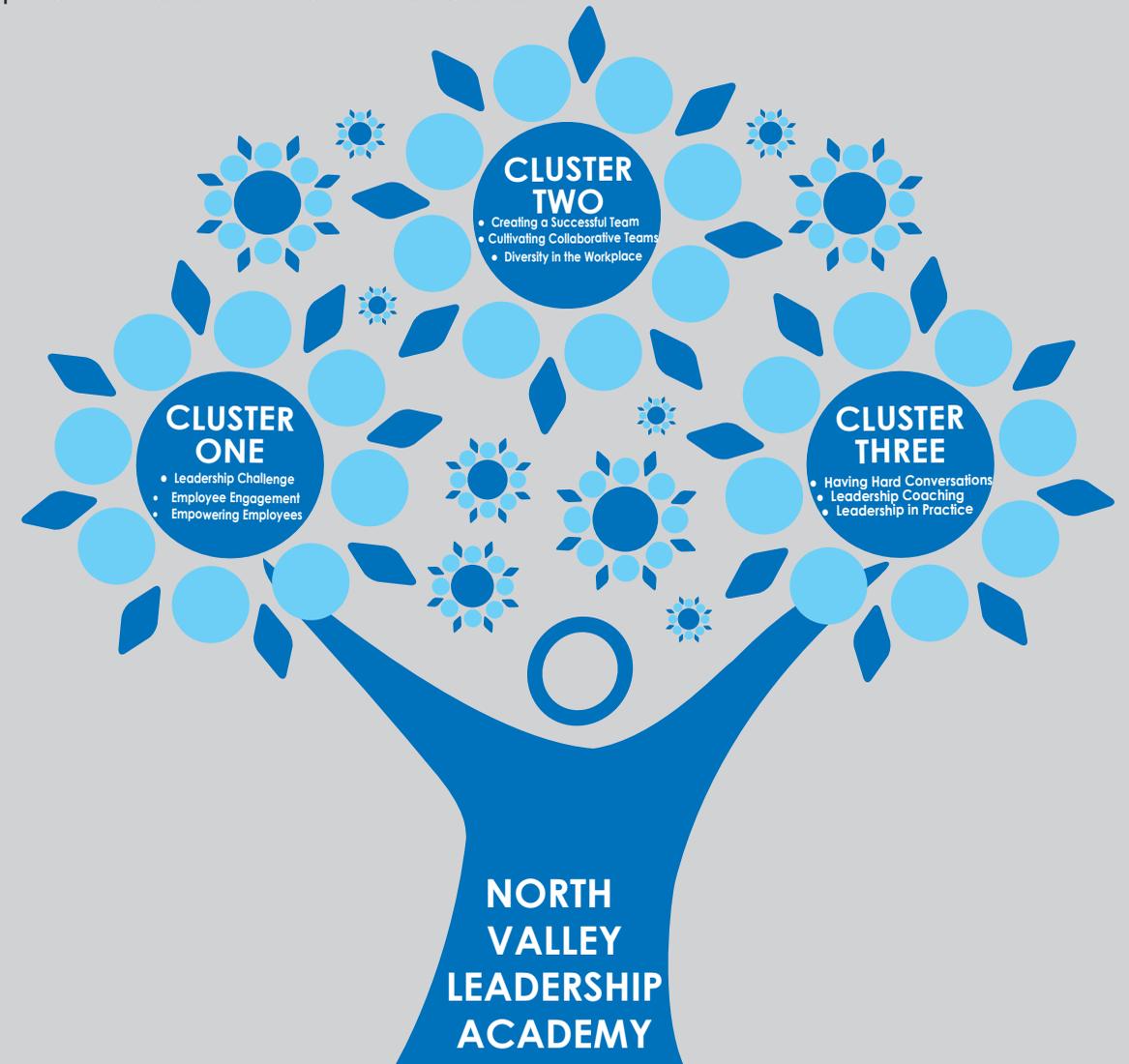
MERCED COUNTY OFFICE OF EDUCATION
Steve M. Tietjen, Ed.D.
Merced County Superintendent of Schools

Growing 21st Century Leaders

The North Valley Leadership Institute (NVLI) is a leadership academy developed by Merced County Office of Education (MCOE) for organizations which provides tools and strategies to better equip administrators and managers become effective leaders.

As districts grow and develop leaders, it is important to ensure they are equipped to face the challenges they will encounter. The academy delivers a program to better equip classified leaders and administrators with the tools they will need in order to effectively and efficiently lead their employees.

The Leadership Challenge is the introductory session that provides the context and critical piece on which all other sessions are based.



CLUSTER ONE



The Leadership Challenge

The Leadership Challenge is one of best-selling books in the leadership development industry, and it is backed by more than 30 years of academic research. Participants will learn about the five practices that separate true leaders from managers, as well as the 30 behaviors that are most commonly found among leaders that are considered exemplary by their followers.



Employee Engagement

This workshop will help participants understand the impact that engaged, disengaged, and actively disengaged employees can have on a team. Five strategies will be discussed on how to engage employees, and opportunities to "practice" some of these strategies will be available through small group activities and professional development videos.



Empowering Employees

This session assists leaders in developing their capacity as coaches to help develop self-directed employees, resulting in higher performance levels. Participants will learn and practice effective strategies to support their employees and colleagues through coaching. Strategies will include building rapport and developing trust to strengthen relationships. In addition, effective questioning strategies along with responding behaviors, such as paraphrasing, will be explored.

Inspiring, Motivating and Transforming Leadership Throughout California

Leadership Academy

Nine full-day sessions taking place over nine months (no substitutions)

Includes lunch and workshop materials

Cost:

- Academy Season Pass - \$2,000
- Cluster 1, 2, 3 - \$750 per cluster
- Seminar Class - \$300 per session

Specialized Contracts - Negotiable contingent upon venue, length of training, and group size

Location:

Merced County Office of Education
Board Room
632 W. 13th Street
Merced, CA 95341
Time: 9:00 to 4:00 p.m.

To Register:

Contact **Valerie Salazar**
(209) 381-5998 • vsalazar@mcoe.org
Yolanda Campos
(209) 381-6603 • ycampos@mcoe.org
or visit www.mcoe.org and click on the Superintendent's Corner link

CLUSTER TWO



Creating a Successful Team

One of the major challenges of all leaders is to develop a successful team that recognizes and values the skills and contributions of each team member. Learning and maximizing skills and styles of approaching different situations is essential to provide insight regarding methods of working as a cohesive team. Ultimately, teams that work well together improve their productivity and effectiveness and have fewer conflicts and lower turnover. Better relationships at work will also improve your employees' morale and make them look forward to work.



Cultivating Collaborative Teams

Cultivating Collaborative Teams is the "how" of professional learning communities: how to behave in groups, how to lead them, and how to facilitate them for improved leading, teaching and learning.



Cultural and Generational Diversity in the Workplace

Cross-cultural and cross-generational teams face many challenges which can affect time management, conflict management and overall productivity. This is the first time in America's history that we have four different generations working side by side in the workplace. This workshop is designed to equip participants with the skills they need to lead a diverse team today.

CLUSTER THREE



Having Hard Conversations

Based on the book by Jennifer Abrams, Hard Conversation is a system for helping leaders to strategically and systematically approach the challenging task of communicating difficult information with employees. Participants will learn the Hard Conversations system, receive a workbook to take with them for future reference, and have the opportunity to practice these difficult conversations with other participants.



Leadership Coaching

This workshop is about building the internal capacity of your existing staff as well as your future employees. Leadership Coaching is about building respectful culture, trust, and improving communication and collaboration.



Leadership in Practice

Although we all know the skills of an effective leader in theory (e.g., ability to create a strong team, delegate effectively, coach employees to become successful), it is sometimes challenging to implement these strategies. This session will explore how participants can incorporate all of the skills and knowledge of successful leaders into their daily work by discussing how they have implemented the strategies provided in previous sessions, including both their successes, as well as any obstacles they may have encountered. Participants will also develop action plans and goals to ensure a success moving forward.