



Collier LEADS: Workshop Descriptions

1. **Program Kickoff:** In this introductory session, we'll cover what lies ahead in the program: individual assessments, monthly group discussions, 1:1 coaching, goal-setting, accountability mechanisms, and program completion requirements and how they all work together synergistically to support your real and lasting leadership growth.
2. **Leadership, Unpacked:** The employer/employee "exchange" has changed dramatically in recent decades: people now work for much more than paychecks. This session gives participants the opportunity to discuss, at a high level, what it really takes to maintain a productive and highly engaged team, as well as to reflect on the overall role and purpose of a leader.
3. **Adaptive Leadership: DISC:** Team members are not unlike kids: you can raise or manage them in the same way, but each individual responds very differently to your approaches and tactics. So, how can you tailor your leadership style to individual employees to achieve the best results? With a fresh DISC in hand, participants will also have the opportunity in this session to put their own tendencies under the microscope, examining where their instinctive styles work well for them, and where they may create challenges.
4. **Good to Great: Which Foot Forward?** Behavior change is tough whether you're trying to give up ice cream or break a micromanaging habit. This session gives participants a valuable opportunity to exchange best practices for overcoming problematic leadership behaviors that challenge even the most successful leaders. It also introduces the GAINS process: five highly effective steps executives can use to improve their own less-than-ideal leadership habits. With their recent 360s in hand, participants will identify one to three key goals for themselves and practice actionable steps to make meaningful progress toward those goals.
5. **Power Coaching (Parts 1 & 2):** Most people think of "coaching" as simply giving advice. While offering direction is sometimes necessary, real coaching is a higher-level skill and a far more impactful art. It has the power to boost engagement and creativity among team members while elevating your relationships with them to new heights. In this two-part program, we'll break down the core components of effective coaching and then dive into coaching role plays (a.k.a. "real plays") designed to build participants' muscle memory around strong coaching habits.



6. **Under the Hood: Getting Stuff Done:** To make time to be great leaders, it's essential to analyze how we currently use our time and make shifts that enhance both personal efficiency and effectiveness. We also need to evaluate our team members' productivity with a fresh perspective to identify opportunities for improvement. This session gives participants the opportunity to exchange ideas on holding people accountable, goal-setting, prioritization, meeting efficiency, and more.
7. **Your Strengths:** In this workshop, we focus not on "fixing" weaknesses, but on making the most of and truly believing in our unique strengths. Strengths are more than just "what we're good at." They energize us, light us up, and naturally draw us toward certain tasks or projects. How are your strengths showing up in your current work? And how might you bring more of them to your role or to your organization's biggest challenges and opportunities?
8. **What Matters Most: Motivation:** As leaders, we often find ourselves wondering how to reignite the enthusiasm of team members whose energy is waning. There is a better way: uncovering what truly motivates each individual—an approach that can yield enormous dividends for your leadership effectiveness. In this session, we'll explore the underlying components of motivation and exchange practical tactics for moving employees beyond mere compliance to a place of genuine commitment, engagement, and passion for their work.
9. **Difficult Conversations (Parts 1 & 2):** We all face them: those tough conversations we'd rather avoid. Navigating these discussions in a way that preserves or even strengthens relationships while also leading to positive outcomes is an art that can be learned. In this two-part program, we'll explore proven conversational techniques that get results and practice them through role plays of real-life challenging situations, learning from one another along the way.
10. **Program Wrap-Up & Reflections:** In this one-hour session, we'll reflect on and celebrate the leadership journey we've shared. We'll also look ahead, recognizing that we are each "never-ending projects" in our ongoing evolution toward greater effectiveness. Fortunately, perfection isn't a prerequisite for great success. But a continuous self-improvement mindset is what distinguishes those who keep advancing in their careers from those who stall.
11. **Add-On Segment #1: The "Advocacy Talk":** Great leaders must also be great communicators. They need to be persuasive, confident, and carry themselves with the kind of gravitas that



conveys competence, calm, and good intentions whether in a casual conversation or in front of a large audience. Each month, one of our Collier LEADS participants will be asked to take a point of view on an important Collier County issue and present their case as persuasively as possible. They will then receive catalytic feedback from the group on both (1) self-presentation skills (voice, body language, etc.) and (2) their ability to build a compelling case.

12. **Add-On Segment #2: The “Mini-mercial”:** Each participant will be asked to give a short presentation highlighting the volunteer, elected, or appointed service opportunities associated with a selected nonprofit or governmental agency in Collier County. Participants may either focus on an organization they are personally involved with or “adopt” a local organization from a list provided. In either case, some research will be required. Beyond offering additional practice in self-presentation skills—with feedback from the Program Facilitator—this exercise will also provide participants with valuable updates on specific ways to give back to the Collier community.