



After the 9 Box

Developing Future Leaders

April 12, 2022


Suzi Kalsow






Who is in the Room?


- Current leader
- ❖How were you prepared?
- Aspiring leader
- Retiring in 0-5 years
- Retiring 3 or less
- Retiring within a year

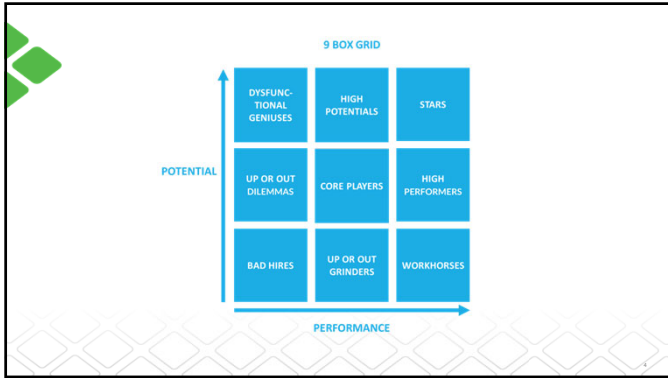




Succession Planning for Leadership

- 9 Box = Who





Now What? KSD's

- College programs
- Seminars
- On-the-job training
- GSB
- Mentoring
- In-house training

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Why In-House?

- Tied to mission, values, and strategic priorities
- Specific to the culture of the company
- Tap into top leaders
 - Presenters
 - Mentors
 - Advisors
- Real issues
- Real projects
- Results

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**Year 1-Leadership Management International
Effective Personal Productivity-Lisa TeSlaa**

- Planning
- Goal Setting
- Time Management-HPA's and LPA's
- Communication
- Delegation
- Behavior Styles-People Skills and DISC
- Present to Executive Leaders

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Schedule of Sessions

Kick-Off	Support Center	Wednesday, January 5	3:00pm-4:30 pm
Communication/WIN-WIN Goals/Introduction	Support Center	Wednesday, January 12	10:00am – 2:00pm
Lesson One	Support Center	Tuesday, January 25	10:00am – 2:00pm
Lesson Two	Support Center	Tuesday, February 8	10:00am – 2:00pm
Lesson Three & Mid-Term Review	Support Center	Wednesday, February 16	10:00 am-2:00 p.m.
Lesson Four	Support Center	Thursday, March 10	10:00am – 2:00pm
Lesson Five	Support Center	Tuesday, March 22	10:00am – 2:00pm
Lesson Six	Support Center	Wednesday, April 6	10:00am – 2:00pm
Reinforcement Session 1	Support Center	Tuesday, May 11	10:00am – 2:00pm
Reinforcement Session 2	Support Center	Thursday, May 26	10:00am – 2:00pm
Present to ELG/Graduation	Spirit Lake	Tuesday, June 7	10:00am – 2:00pm

Please invite company Mentor/Manager

Dates are Subject to change

Leadership Triangle

EMOTIONAL INTELLIGENCE

- Motivation
- Empathy
- Self Awareness
- Self Regulation
- Social Skills

LEADERSHIP

- Force Conversations
- 7 Principles
- Delegation
- Coaching
- Facilitation (Team/Coach talk)
- Conflict Resolution
- People Skills

BUSINESS ACUMEN

- How the organization makes money
- How key strategies and initiatives influence success
- How the actions and decisions of every person every day make a difference

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Great Experiences

Year 2-Leadership Triangle
4 Hours Every Other Month

- Continue with goals and planning
- Build individual business acumen plan
- Focus on EQ
- Review Fierce
- ✓ Coaching
- ✓ Confrontation
- ✓ Delegation
- ✓ Running Meetings
- Review People Skills
- ✓ Style strengths and blind spots
- ✓ Intent vs. Impact
- ✓ Meeting style needs-Win-Win

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Impact?

- Company wide programs
- Goal setting
- Organization and prioritization
- Relationships
- Results-focused
- Confidence
- **Authenticity**

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Cheers!



Suzi Kalsow Leadership Development

Leadership Triangle

EMOTIONAL INTELLIGENCE

- Motivation
- Empathy
- Self-Awareness
- Self-Regulations
- Social Skills

Emotional
Intelligence

LEADERSHIP

- Fierce Conversations
 - 7 Principles
 - Delegation
 - Coaching
 - Facilitation (team/beach ball)
 - Confrontation
- People Skills

Business
Acumen

Leadership

BUSINESS ACUMEN

- How the organization makes money
- How key strategies and initiatives influence success
- How the actions and decisions of every person every day make a difference

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Great Experience!
oneplace®

Leadership Training Resources

Susan Scott-*Fierce Conversations and Fierce Leadership*

www.fierceinc.com

Daniel Goleman-*Emotional Intelligence*

www.danielgoleman.info

DISC

Leadership Management Institute-LMI

Precision Leadership Group

Lisa TeSlaa

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Effectiveness Institute-*People Skills*-George Myers

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***Leadership Triangle*-Page 2**

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