

LEADERSHIP DEVELOPMENT SERIES INFORMATION

This hybrid 8-hour customized leadership development series will run from Feb 14 - April 11, 2022, and consists of four facilitated sessions. In addition to the live sessions, participants will integrate what they are learning by participating in a self-directed action learning assignment with their small group learning pod. The curriculum focuses on communication, coaching, performance development, and leading effectively in a hybrid workplace. All aspects of this interactive series are aimed at helping leaders build essential management and leadership skills.

Session	Description	Date	Location
Program Kickoff Session 1: Communicating Clearly & Confidently	<ul style="list-style-type: none"> -Program Kickoff and Overview -Understand your default Communication style -Understand common Communication pitfalls -Commit to 2-way Communication to reach mutual understanding and avoid assumptions -Articulate your message Clearly -Inspire action with Clear next steps 	February 14 10am-12pm	In Person COHO office
Session 2: Developing Others to Build Commitment & Performance - Part 1	<ul style="list-style-type: none"> -Understand the importance of your role in Developing your direct reports -Learn skills to effectively communicate and lead in remote and hybrid workplaces -Learn an effective way to give feedback -Learn the difference between managing Performance and supporting career development 	February 28 10am-12pm	Zoom
Learning Pod Meeting	<p>Participants will meet in predetermined small groups to support each other's self-directed project</p> <ul style="list-style-type: none"> - details and agenda to be provided 	Self- Scheduled between March 7 & March 25	
Session 3: Developing Others to Build Commitment & Performance - Part 2	<p>Building on the content from Part 1 and in addition:</p> <ul style="list-style-type: none"> -Learn the difference between accountability and feedback -Learn basic coaching skills to support others to become more resourceful, accountable and solutions focused -Explore best practices for leading Development conversations and helping your direct reports build effective Development Plans 	March 28 10am-12pm	Zoom



<p>Session 4: Communicating Effectively when the Stakes are High Program Close</p>	<p>-Learn what conflict is and how it impacts people physiologically -Understand the before, during, and after approach to participating in conversations when the Stakes are High -Learn techniques to slow the conversation down to achieve mutual understanding and eliminate assumptions</p>	<p>April 11 10am-12pm</p>	<p>Zoom</p>
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Jennifer Deane, Lead Facilitator & Coach



Jennifer Deane is a Professional Certified Coach, Consultant and Facilitator. She has over 20 years of experience bringing out the best in leaders and teams through coaching and targeted training and development. Jennifer specializes in helping organizations build equitable, diverse, and inclusive cultures with a particular focus on shaping culture to support gender balance.

Jennifer specializes in coaching leaders to inspire others with their ability to listen and communicate with confidence, clarity, and conviction. She works with her clients to develop visionary and strategic thinking that empowers them to lead with purpose and integrity.

Jennifer has coached leaders at all levels across sectors in public and private organizations globally. Jennifer brings passion and energy to every exchange and truly partners with her clients to achieve their personal and professional goals. Jennifer’s clients are peppered around our planet actively making a difference in their homes, organizations, and communities while living and leading with passion, clarity, and purpose.

Tara Ramsey, Web Tech & Course Administrator



Tara Ramsey is the Operations Manager for Jennifer Deane Coaching. She has a Diploma in Management, a BA in Psychology, and over 20 years of experience working in the non-profit sector and government-funded social programs.

In her role as Operations Manager, Tara leads program development and delivery including: managing the learning platform, onboarding clients, providing web tech services, and communicating with all stakeholders.

When not working Tara can be found exploring the forests of the Sunshine Coast where she lives with her daughter and partner.

