

Randall Resources International

TRAINING: Managers and Leaders Development: Topics Overview

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Self Awareness Modules:

1. Your Leadership Journey: Leading Yourself—Leading Your Peers—Leading Up
2. Start meeting with Leadership Coach (9 months: 2x / month: 60-90 minute sessions)
3. Multi-Rater Assessment
4. Understanding your Multi-Rater Feedback and Individual Development Plan (IDP) (1ST phase)
5. DiSC Management Profile Assessment
6. Understanding Communication & Behaviors, Part 1: Your Personality / Management Profile (DiSC) and Communicating Languages of Respect© (Part 1 of 4)
7. Strengths Finder: Bring Your Best You to the Team!
8. You Are Your Company's Brand! Communicating Credibility Through Written Words and Efficient Emails
9. Understanding Communication & Behaviors, Part 2: Conflict Management: Respond vs React: How to Keep Emotions from Escalating (Part 2 of 4)
10. Thomas-Kilmann Conflict Mode Assessment
11. Building Your Leadership Brand

Organizational Culture Modules:

1. Creating Alignment: Values and Organizational Culture
2. Servant Leadership and Creating a Service Culture OR
 - Customer Service (part 1 of 3)
 - Customer Service / Value Pillars (part 2 of 3)
 - Customer Service Language (part 3 of 3)
3. Leading Generational Teams: Bringing Strengths Together
4. Mentoring to Grow Your Team

Leadership Effectiveness Modules:

1. Managing Remote Teams and Projects—Cohesion, Alignment, and Accountability.
2. Delegation vs Dumping: Strategically Growing Your Bench Strength
3. Time Management: Balancing Priorities and Leading Efficient Meetings
4. Building Trust, Engagement, and Buy-In
5. Understanding Communication & Behaviors, Part 3: Conflict Management: Holding People Accountable: How to Have Difficult Conversations (Part 3 of 4)
6. Understanding Communication & Behaviors, Part 4: Conflict Management: Scenarios in Critical Conversations (Part 4 of 4)
7. Change: Dealing with Change When It's Not Your Idea (Part 1 of 2)
8. Change: Leading Through Change (Part 2 of 2)
9. Strategy: Leading with Vision (Part 1 of 2)
10. Strategy: From Vision to a Strategically-Planned Roadmap(Part 2 of 2)
11. Decision-Making with Ethics and Agility
12. Presentations Skills to Calm Your Nerves & Keep Your Audience Engaged (part 1 of 2)
13. Presentations Skills to Calm Your Nerves & Keep Your Audience Engaged (part w of 2)
14. Multi-Rater Feedback and Individual Development Plan (IDP) (2nd phase after 1 year)
15. Presentation Skills: Keeping Your Message on Target and On Track (part 1 of 2)
16. Presentation Skills: Keeping Your Message on Target and On Track (part 2 of 2)

Coaching: Applying Information to Daily Situations

Individual Leadership Coaching for Managers and Supervisors:
 (Combination via in-person and / or phone / Zoom)

INDIVIDUAL Coaching:	GROUP Coaching:
18 Sessions for 1 individual: <ul style="list-style-type: none"> • 9 months • 2 x per month (on-site or virtual) • 60—90 minutes / session • Coaching Assessments included: <ul style="list-style-type: none"> • 360 Multi-Rater (<i>English & Spanish</i>) • DiSC Mgmt Profile • Thomas-Kilmann Conflict Mode • Handouts / Books 	18 Sessions for groups of 3—5 people: <ul style="list-style-type: none"> • 9 months • 2 x per month (on-site or virtual) • 60—90 minutes / session • Coaching Assessments included: <ul style="list-style-type: none"> • 360 Multi-Rater (<i>English & Spanish</i>) • DiSC Mgmt Profile • Thomas-Kilmann Conflict Mode • Handouts / Books

