LEADERSHIP DEVELOPMENT FOR YOUR ENTIRE ORGANIZATION
2022-2023 COURSE CATALOG

BETTER LEADERS. BETTER RESULTS. BETTER WORLD.
Training budgets have been on the decline for the past couple years, as the effects of the pandemic continue to ripple through our workplaces. As the Great Resignation has shown, however, engaging and growing your people is no longer a “nice to have.” It’s a matter of good business.

We understand why training budgets are the first to be cut, but this comes at a hefty price. Studies show employees leave their jobs for many different reasons - but almost all cite a lack of opportunity for growth and advancement in the top three.

**With the average cost of replacing an employee estimated between 6-9 months of their salary, not investing in your people is a costly gamble.**

<table>
<thead>
<tr>
<th>Year</th>
<th>Average Training Dollars per Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>$1,286 per employee</td>
</tr>
<tr>
<td>2020</td>
<td>$1,111 per employee</td>
</tr>
<tr>
<td>2021</td>
<td>$1,071 per employee</td>
</tr>
</tbody>
</table>

We offer:

**Open Enrollment Courses for Individuals or Teams**

This option is perfect if you have gaps to fill in your already existing training program or a wide range of competencies to cover for one or several leaders. Our Training Packages allow you to save by purchasing open course credits that you can mix and match across your organization. These courses take place at the Leadership Louisville Center or virtually, and participants get the added benefit of connecting with leaders from other organizations in the region.

**Private or On-Site Training for Organizations**

Many of our courses are available to be held exclusively for your organization. This is a great option for organizations wanting to implement a competency into their company culture, or have a larger group. There is more flexibility in these courses, as they can take place on your organization’s schedule - and can be hosted at the Leadership Louisville Center, brought to your organization’s facility, or held virtually.

**Talks and Keynotes for Orgs or Teams**

If your organization needs content for an upcoming event, meeting, or retreat, our team delivers 60-90 minute interactive presentations on a variety of topics. Some of our talks are bite-sized versions of our full training courses, while others are only available in this format. These talks and keynotes can be delivered in-person or virtually.

Leadership development in particular maximizes this ROI. Businesses extending it to all employees (regardless of managerial aspirations) are over four times more likely to outperform those that don’t in terms of revenue growth, operating margin, and return on equity².

As your organization considers its training needs, we invite you to lean on us as partners in retention and engagement. Use our courses like building blocks - to create a full training program, or fill gaps in your talent development strategy.

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¹TRAINING MAGAZINE 2021 TRAINING INDUSTRY REPORT: https://pubs.royle.com/publication/?m=20617&i=737569&p=20&ver=html5
²DDI GLOBAL LEADERSHIP FORECAST 2018: https://www.ddiworld.com/research/global-leadership-forecast-2018
LEADERSHIP TRAINING COURSES

OPEN COURSE SCHEDULE
All Open Courses take place in-person at the Leadership Louisville Center unless specified as virtual.

<table>
<thead>
<tr>
<th>Content/Topic</th>
<th>Open Course Dates</th>
<th>Open Course Tuition/Points</th>
<th>Available for Private/On-Site Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>Storytelling: Communication that Inspires and Drives Results</td>
<td>JULY 27-28, 2022</td>
<td>$900 / ★★</td>
<td>2-Day</td>
</tr>
<tr>
<td>Situational Leadership II®</td>
<td>SEPT 8-9, 2022 &amp; JUNE 1-2, 2023</td>
<td>$1,295 / ★★★</td>
<td></td>
</tr>
<tr>
<td>Developing the Leader Within You</td>
<td>OCT 6, 2022</td>
<td>$450 / ★</td>
<td>1 or Half-Day</td>
</tr>
<tr>
<td>Developing and Leading High-Performance Teams</td>
<td>NOV 3-4, 2022 &amp; APRIL 13-14, 2023</td>
<td>$900 / ★★</td>
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</tr>
<tr>
<td>The First-Time Manager Experience®</td>
<td>DEC 13, 2022 &amp; JULY 14, 2023</td>
<td>$900 / ★★</td>
<td></td>
</tr>
<tr>
<td>Find Your Voice and Kick Some Glass</td>
<td>JAN 27, 2023</td>
<td>$450 / ★</td>
<td>1-Day</td>
</tr>
<tr>
<td>Difficult Conversations: Your Reaction. Your Choice.</td>
<td>FEB 17, 2023</td>
<td>$450 / ★</td>
<td></td>
</tr>
</tbody>
</table>

★ Number of points this course costs with your Training Package

TRAINING PACKAGES
Training packages are a great option for organizations that want to maximize savings across multiple employees and courses. Purchase as few as 10 points in your Training Package, and as many as fit your needs - for savings of up to 20%.

<table>
<thead>
<tr>
<th>Number of points this course costs with your Training Package</th>
<th>10-19 POINTS</th>
<th>20-39 POINTS</th>
<th>40-59 POINTS</th>
<th>60+ POINTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training Package</td>
<td>$425/point</td>
<td>$400/point</td>
<td>$375/point</td>
<td>$350/point</td>
</tr>
</tbody>
</table>

PRIVATE & ON-SITE TRAINING
In addition to those indicated above, the following courses are also available exclusively for private or on-site training for your organization:

<table>
<thead>
<tr>
<th>Content/Topic</th>
<th>Available for Private/On-Site Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>Authentic Leadership for Women</td>
<td>1-Day</td>
</tr>
<tr>
<td>The Five Dysfunctions of a Team</td>
<td>1 or Half-Day</td>
</tr>
<tr>
<td>Lead Like a Boss</td>
<td>1-Day</td>
</tr>
<tr>
<td>Beyond Bias: Move from Awareness to Action</td>
<td>1 or Half-Day</td>
</tr>
</tbody>
</table>

PRICING
Our Private and On-Site Training content can be offered as full courses (length/price of course is determined by content and size of group) or talks.

- 2-Day Training: $11,000
- 1-Day Training: $5,500
- Half-Day Training: $3,500
- Talks: $1,500

All of our Private/On-Site Training content can be delivered virtually, in-person at your facility, or at the Leadership Louisville Center (rental and catering charges will apply).

For information, contact Paul Bolton at pbolton@LeadershipLouisville.org or (502) 561-0458.
We work with organizations big and small to address gaps in leadership development needs. Consider training packages if you have a larger set of leaders with diverse training needs, or private training if you’d like to scale a competency across your entire organization.

We’re happy to work with you to determine the best content and format to fill out your company’s development program. Contact Paul Bolton at pbolton@leadershiplouisville.org or (502) 561-0458 to set up a time to discuss and get more information.

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**STORYTELLING: COMMUNICATION THAT INSPIRES & DRIVES RESULTS**

*with Lisa Zangari & Jo Lloyd-Triplett, Leadership Louisville Center*

Whether you need someone to support your organization, invest in your idea, or get excited about following your lead, refining your communication and storytelling skills is directly linked to driving results and engagement. Boost your confidence and communication to motivate people behind your vision and make meaningful change. Participants will learn how to lead meetings that create real value, identify and address stakeholder needs in presentations, craft and deliver compelling narratives, and refine tone, style, and presence for better engagement.

**OPEN COURSE DATE:** JULY 27-28, 2022 • **DELIVERY:** IN-PERSON

**TUITION:** $900 / ★★ • ✔ AVAILABLE AS PRIVATE/ON-SITE TRAINING (2-DAY)

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**SITUATIONAL LEADERSHIP® II**

*with Neil Haveron, Senior Consulting Partner with The Ken Blanchard Companies®*

Leveraging all the theory and design that has made it the world’s most taught leadership training model for more than 35 years, SLII uses game-changing techniques that immerse learners quickly, deeply, and effectively. It is both a business language and framework for employee development, teaching leaders to diagnose the needs of an individual and then address them using the appropriate style and communication model to improve accountability and performance. Participants learn to become flexible leaders highly skilled in goal-setting, coaching, performance evaluation, active listening, feedback, and proactive problem solving.

**OPEN COURSE DATE:** SEPTEMBER 8-9, 2022 & JUNE 1-2, 2023 • **DELIVERY:** IN PERSON

**TUITION:** $1,295 / ★★★ ✔️ INCLUDES ONLINE PORTAL (ACCESS DURING AND AFTER THE COURSE)

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“The breadth and depth of topics covered in the Leadership Green Room, as well as the unrivaled quality of instructors, has offered the perfect complement to our internal leadership development.”

*ED EVANS, HR DIRECTOR
KFC*

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We work with organizations big and small to address gaps in leadership development needs. Consider training packages if you have larger set of leaders with diverse training needs, or private training if you’d like to scale a competency across your entire organization.

FOR MORE INFORMATION & TO REGISTER, VISIT LEADERSHIPLOUISVILLE.ORG
COURSE DESCRIPTIONS

DEVELOPING THE LEADER WITHIN YOU
with Cynthia Knapek (certified Maxwell coach), Leadership Louisville Center

This course will help you develop the vision, values, influence, and motivation that are trademarks of successful leaders. Whether you are just beginning your leadership journey or simply investing in continued growth, we’ll show you that the position doesn’t make the leader – the leader makes the position. Based on John Maxwell’s book originally published 25 years ago, Developing the Leader Within You covers essential leadership insights and practices that withstand the test of time, including: building trust through personal integrity, crucial problem-solving techniques, vision and goal-setting, and making positive change.

OPEN COURSE DATE: OCTOBER 6, 2022 • DELIVERY: VIRTUAL
TUITION: $450 / ★ ★ AVAILABLE AS PRIVATE/ON-SITE TRAINING (1-DAY OR HALF-DAY)

DEVELOPING AND LEADING HIGH-PERFORMANCE TEAMS
with Jo Lloyd-Triplett & Aaron Miller (November) or Lisa Zangari & Aaron Miller (April), Leadership Louisville Center

By fostering an environment of psychological safety, leaders can unlock the full potential of their people and increase organizational effectiveness. This highly interactive course explores the science behind high-performance teams and introduces participants to the 6C’s: Conscious Leadership, Common Purpose, Communication, Collaboration, Conflict Management, and Celebration. Participants will practice using a range of leadership styles for different types of situations and people - to leverage strengths for greater creativity and collaboration.

OPEN COURSE DATES: NOV 3-4, 2022 OR APRIL 13-14, 2023
DELIVERY: IN-PERSON
TUITION: $900 / ★ ★ AVAILABLE AS PRIVATE/ON-SITE TRAINING (1 OR 2-DAY)

THE FIRST-TIME MANAGER EXPERIENCE®
with Neil Haveron, Senior Consulting Partner with The Ken Blanchard Companies®

Studies show that without proper training, 60% of all new managers underperform for their first two years. First-time managers who receive the necessary tools and training from the start are set up to become leaders who create engaged, productive teams, and drive greater results for your organization. This course builds on the best-selling book, The New One-Minute Manager® and concepts from the world’s most trained leadership model, Situational Leadership® to cover: moving from an individual contributor to management mindset, communication and key conversations, and essential skills for any leadership toolkit.

OPEN COURSE DATE: DEC 13, 2022 OR JULY 14, 2023
DELIVERY: IN-PERSON
TUITION: $900 / ★ ★ INCLUDES ONLINE PORTAL (ACCESS DURING AND AFTER THE COURSE)

FOR MORE INFORMATION & TO REGISTER, VISIT LEADERSHIPLOUISVILLE.ORG
**FIND YOUR VOICE AND KICK SOME GLASS**  
_with Cynthia Knapek & Lisa Zangari, Leadership Louisville Center_

The capacity to express your authentic views, negotiate for what you want, showcase your business acumen, and share your ideas can accelerate your career as well as your team’s growth. In this session we will examine why it can be hard to find your own voice and we’ll show you some ways you can challenge yourself and those you influence to amp up the courage and confidence to overcome the barriers to reaching your full potential. This course mixes instruction with group and paired exercises to help you not only learn, but practice these vital skills – and decide when to apply them for the greatest impact.

**OPEN COURSE DATE:** JANUARY 27, 2023  •  **DELIVERY:** IN PERSON

**TUITION:** $450 / ★  •  ✔ AVAILABLE AS PRIVATE/ON-SITE TRAINING (1-DAY)

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**DIFFICULT CONVERSATIONS: YOUR REACTION. YOUR CHOICE.**  
_with Justin Patton, international speaker, executive coach and author_

This full-day workshop empowers leaders with the mindset and skills needed to engage in difficult conversations more effectively. This workshop is designed to help leaders cultivate candor, hear beneath the words someone is saying, and explore ways to move the relationship and business forward with both mutual understanding and trust. Participants will explore their own communication style, triggers, and the impact candor has on their relationships – and receive personalized feedback on their ability to use proven techniques learned in the course.

**OPEN COURSE DATE:** FEBRUARY 17, 2023  •  **DELIVERY:** VIRTUAL

**TUITION:** $450 / ★

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**AUTHENTIC LEADERSHIP FOR WOMEN**  
_with Cynthia Knapek & Lisa Zangari, Leadership Louisville Center_

Research now shows that female leaders naturally have more of the competencies required to be successful in the 21st century - yet are disproportionately underrepresented in leadership positions. This interactive workshop will explore how women leaders can recognize and nurture what are considered traditionally ‘feminine traits’ while also developing in areas where men are naturally stronger. We’ll bust some of the myths of women’s leadership and lead participants through four sections: Purpose & Values, Self-Awareness & Continuous Learning, Renewal & Connection, and Confidence & Courage.

**WHO IS IT FOR**  
Women of all levels; participants are put into coaching groups with peers at similar levels of experience

**KEY COMPETENCIES**  
Interpersonal skills, inclusiveness, strong communication, negotiation skills

**NOT AVAILABLE AS OPEN COURSE • DELIVERY:** IN PERSON  
✔ PRIVATE/ON-SITE TRAINING (1-DAY)

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FOR MORE INFORMATION & TO REGISTER, VISIT [LEADERSHIPLOUISVILLE.ORG](http://leadershiplouisville.org)
THE FIVE DYSFUNCTIONS OF A TEAM

with the Leadership Louisville Center

Based on the best-selling book, this interactive workshop will help participants recognize and name the team dynamics that are holding them back. These half-day and full-day workshops are ideal team-building experiences. The exercises are best discussed as a full team to recognize and change the behaviors that are preventing your best performance. The half-day workshop will allow your team to pick two areas of deeper focus. The full-day workshop includes a preliminary team self-assessment and all five team exercises.

**WHO IS IT FOR**
First-time through upper-level managers; participants will be in learning in teams

**KEY COMPETENCIES**
Team building, conflict management, self-assessment, collaboration

**NOT AVAILABLE AS OPEN COURSE • DELIVERY:** IN-PERSON OR VIRTUAL
✓ PRIVATE/ON-SITE TRAINING (1-DAY OR HALF-DAY)

LEAD LIKE A BOSS

with the Leadership Louisville Center

Explore how some of the behaviors that lead to individual success may be the very tendencies that limit your potential in the long-term. While many courses focus on telling leaders what to do, this course helps leaders understand what to stop. This course utilizes the powerful and solution-based curriculum from best-selling author Marshall Goldsmith's *What Got You Here Won't Get You There*, combined with principles of emotional intelligence and the rigor of change management. Participants learn how to define strengths to use as behavioral anchors, understand personal blind spots and ineffective habits, develop a personalized action plan, and transition from ‘manager’ to ‘influential leader of others’.

**WHO IS IT FOR**
First-time supervisors through mid-level managers

**KEY COMPETENCIES**
Emotional intelligence, leadership presence, effective communication, feedback

**NOT AVAILABLE AS OPEN COURSE • DELIVERY:** IN-PERSON OR VIRTUAL
✓ PRIVATE/ON-SITE TRAINING (1-DAY)

BEYOND BIAS™: MOVING FROM AWARENESS TO ACTION

with Aaron Miller, Leadership Louisville Center

Knowing that bias has real-world consequences (stereotyping, prejudice, and discrimination), effective leaders recognize that understanding and intentionally navigating these biases are critical to sustaining success. This workshop, designed by the Center for Creative Leadership (CCL®), helps leaders transform current habits to be more equitable, diverse, and inclusive. Participants will explore how bias manifests in our personal and professional lives, more quickly recognize their own and others’ biases, and learn effective tools and strategies for managing bias - generally, or toward a specific bias-related challenge.

**WHO IS IT FOR**
All leadership levels are welcome; we typically build learning groups of peers with similar levels of experience

**KEY COMPETENCIES**
Self-awareness and assessment, diversity and inclusion, communication

**NOT AVAILABLE AS OPEN COURSE • DELIVERY:** IN-PERSON OR VIRTUAL
✓ PRIVATE/ON-SITE TRAINING (1-DAY)
OPEN COURSES
AT A GLANCE

JULY 27-28, 2022
Storytelling: Communication that Inspires & Drives Results

SEPTEMBER 8-9, 2022
Situational Leadership® II
with The Ken Blanchard Companies

OCTOBER 6, 2022
Developing the Leader Within You

NOVEMBER 3-4, 2022
Developing & Leading High-Performance Teams

DECEMBER 13, 2022
The First-Time Manager Experience®
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JANUARY 27, 2023
Find Your Voice and Kick Some Glass

FEBRUARY 17, 2023

APRIL 13-14, 2023
Developing & Leading High-Performance Teams

JUNE 1-2, 2023
Situational Leadership® II
with The Ken Blanchard Companies

JULY 14, 2023
The First-Time Manager Experience®
with The Ken Blanchard Companies

In keeping with our mission to inspire and equip leaders to be better and do better, we offer Leadership Green Room Microlearnings – free, hour-long or less, virtual learning sessions.

LEARN MORE:
LEADERSHIPLOUISVILLE.ORG/THE-LEADERSHIP-GREEN-ROOM/MICROLEARNING/

BETTER LEADERS. BETTER RESULTS. BETTER WORLD.