TRANSFORMATIONAL LEADERSHIP TRAINING
TO ACCELERATE INDIVIDUAL AND ORGANIZATIONAL GROWTH

2023-2024 COURSE CATALOG
CREATING WORKPLACES THAT WORK.

We provide high-impact, interactive learning experiences that create stronger leaders and higher-performing teams. Our curriculum reaches beyond theory to practical solutions that can start making impact for your organization. Today.

Address training gaps for various individuals across your organization – quickly and effectively

Build company culture that integrates effective leadership and team-building competencies

Save time and add capacity with our ready-to-deliver content that allows you to focus on implementation rather than planning

In today’s competitive job market, merely managing talent is no longer enough to retain and attract top talent. Partner with us to access the expertise and support you need for leading better.

“Thanks to LeadingBetter™, KFC US has been able to provide development opportunities for a lean workforce. Although our time internally is stretched thin, we have the opportunity to partner with a local organization that we trust to coordinate effective programming for our leaders. Our ‘People Promise’ is core to who we are and we are able to use the training package to live that.”

KRISTIA WORTHY
KFC US

Our clients have included:
WHAT WE OFFER

Our mission is to deliver growth-minded organizations the tools to create higher-performing, happier workplaces – where people flourish, grow, and want to stay put. We offer:

1. **Open Leadership Courses**
   With packages for organizations to maximize savings

2. **Private and On-Site Training**
   Bring courses directly to your people, or host at our facility

3. **Talks and Keynotes**
   Shorter sessions that add value to your conference or event

WHO WE SERVE

We work with organizations big and small to address gaps in leadership development needs, including several Fortune 500 companies, small businesses, governmental agencies, and nonprofit organizations doing vital work in their communities. Since our curriculum launched in 2015:

- **500+** COMPANIES SERVED
- **10,000+** INDIVIDUALS TRAINED
- **97** NET PROMOTER SCORE

GET IN TOUCH

Scan the QR code to set up a meeting with Director of Business Development, Paul Bolton. Or visit leadershiplouisville.org/training.

Our clients have included:
INDIVIDUAL SOLUTIONS

If you are looking to skill-up, engage, or reward individuals in your organization, our Open Courses and LeadingBetter Summit provide incredible value in 1- or 2-day timeframes.

Open Courses

This option is perfect if you have a wide range of competencies to cover for one or several leaders. Our Training Packages (next page) help you maximize budget by purchasing points that you can mix and match across your organization. Descriptions of each of these courses can be found further in this brochure.

<table>
<thead>
<tr>
<th>Content/Topic</th>
<th>Format</th>
<th>2023-2024 Dates</th>
<th>Tuition/Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>The First-Time Manager Experience ®</td>
<td>1-day &amp; online portal</td>
<td>July 14</td>
<td>$900 / ⭐⭐⭐⭐⭐</td>
</tr>
<tr>
<td>Communication at Work: How Leaders can Inspire and Drive Results</td>
<td>1-day</td>
<td>September 14</td>
<td>$450 / ⭐⭐⭐⭐</td>
</tr>
<tr>
<td>Communication at Work: How Leaders can Inspire and Drive Results</td>
<td>1-day (Virtual)</td>
<td>September 26</td>
<td>$450 / ⭐⭐⭐⭐</td>
</tr>
<tr>
<td>Coaching Others: Essential Skills for Managers</td>
<td>1-day</td>
<td>October 12</td>
<td>$450 / ⭐⭐⭐⭐</td>
</tr>
<tr>
<td>Developing &amp; Leading High-Performance Teams</td>
<td>2-day</td>
<td>November 15-16</td>
<td>$900 / ⭐⭐⭐⭐</td>
</tr>
<tr>
<td>The First-Time Manager Experience ®</td>
<td>1-day &amp; online portal</td>
<td>December 12</td>
<td>$900 / ⭐⭐⭐⭐⭐</td>
</tr>
<tr>
<td>Authentic Leadership for Women</td>
<td>1-day (Virtual)</td>
<td>January 12</td>
<td>$450 / ⭐⭐⭐⭐</td>
</tr>
<tr>
<td>Communication at Work: How Leaders can Inspire and Drive Results</td>
<td>1-day</td>
<td>February 27</td>
<td>$450 / ⭐⭐⭐⭐</td>
</tr>
<tr>
<td>Level-Up</td>
<td>1-day (Virtual)</td>
<td>April 16</td>
<td>$450 / ⭐⭐⭐⭐</td>
</tr>
<tr>
<td>The First-Time Manager Experience ®</td>
<td>1-day &amp; online portal</td>
<td>June 13</td>
<td>$900 / ⭐⭐⭐⭐⭐</td>
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This Open Course is being held virtually
⭐ Number of points this course costs with your Training Package

LeadingBetter Summit

Stay tuned for 2024 dates!

A leadership conference for unlocking your people’s potential. The LeadingBetter Summit brings together global experts for a full day of relevant, leading-edge guidance that you can apply right away – to boost performance and your ability to lead with courage and confidence. Visit leadershiplouisville.org/summit.
ENTERPRISE SOLUTIONS

Scaling leadership competencies across your organization can be done easily and cost-effectively with our Points Packages, Private & On-Site Training, and Talks.

Private & On-Site Training

Our Private and On-Site Training offers the same high quality and customer satisfaction as our Open Courses, with added flexibility. Our training can be scheduled at your convenience and hosted at the Leadership Louisville Center, your organization’s location, or virtually.

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<tr>
<th>Content/Topic</th>
<th>Format</th>
</tr>
</thead>
<tbody>
<tr>
<td>Authentic Leadership for Women</td>
<td>1-day</td>
</tr>
<tr>
<td>Communication at Work: How Leaders can Inspire and Drive Results</td>
<td>1-day</td>
</tr>
<tr>
<td>Developing &amp; Leading High-Performance Teams</td>
<td>2-day</td>
</tr>
<tr>
<td>Developing the Leader Within You</td>
<td>1-day or half-day</td>
</tr>
<tr>
<td>Find Your Voice and Kick Some Glass</td>
<td>1-day</td>
</tr>
<tr>
<td>Level Up: From Leading Self to Leading Others</td>
<td>1-day</td>
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Investment

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

Private and on-site training sizes typically range from 12-40 participants. Each of these courses can be delivered virtually, in-person at your facility, or at the Leadership Louisville Center (rental and catering charges will apply).

Talks & Keynotes

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:

- High-Performance Teams (Choose from: Psychological Safety, Conscious Leadership, Collaboration, Common Purpose & Shared Goals, Conflict Management, or Communication)
- Authentic Leadership for Women
- Change Management
- Communication that Inspires and Drives Results
- Emotional intelligence
- Find Your Voice and Kick Some Glass
- Five Strategies for Resilience and Growth
- Influencing and Serving Others
- Managing Priorities Not Time
- Raise the Net Worth of your Network

Investment: $1,500

All talks can be delivered in-person or virtually.

Training Packages

Our Training Packages offer businesses a cost-effective solution for planning and implementing employee training and development.

Points can be applied to any configuration of Open Courses, whether to send a select employee to multiple courses or to invest in several employees.

<table>
<thead>
<tr>
<th>Points Range</th>
<th>Investment</th>
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<tbody>
<tr>
<td>10-19</td>
<td>$425/point</td>
</tr>
<tr>
<td>20-39</td>
<td>$400/point</td>
</tr>
<tr>
<td>40-59</td>
<td>$375/point</td>
</tr>
<tr>
<td>60+</td>
<td>$350/point</td>
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Purchase as few as 10 points or as many as needed to fit your organization’s needs. The more points in your package, the greater the savings.
**COURSE DESCRIPTIONS: LEADING SELF**

**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 conditioned to be stronger. Participants will build self awareness, gain tools for overcoming mental blocks, and learn to lead with authenticity.  

**Ideal for:** Women of all levels; participants are put into coaching groups with peers at similar levels of experience  
**Competencies:** Interpersonal skills, strong communication, negotiation skills, inclusiveness

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**Communication at Work: How Leaders can Inspire and Drive Results**  
*with Jo Lloyd-Triplett & Lisa Zangari, Leadership Louisville Center*  
Strong communication skills are critical for leaders to successfully guide their teams day to day, drive results, motivate people toward a vision, and make meaningful change. When done with purpose and intention, communication can also build trust and commitment in teams. This highly interactive course will help you lead better meetings, craft compelling business presentations, and boost your confidence and aptitude for communicating in a way that engages others and creates results.  

**Ideal for:** Leaders of all levels; participants will be in learning groups of peers with similar experience levels  
**Competencies:** Effective communication, inspiring and motivating others, interpersonal skills, storytelling/presenting

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**Developing the Leader Within You**  
*with Cynthia Knapek, Leadership Louisville Center*  
This course will help you develop the vision, values, influence, and motivation that are trademarks of successful leaders. 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.  

**Ideal for:** Individual contributors, supervisors, and managers  
**Competencies:** Problem-solving, building trust, goal-setting, communication

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**Difficult Conversations: Your Reaction. Your Choice.**  
*with Justin Patton, international speaker, executive coach, and author*  
This workshop empowers leaders with the mindset and skills needed to engage in difficult conversations more effectively. It is designed to help leaders cultivate candor, hear subtext, and explore ways to move relationships and business forward through mutual understanding and trust. Participants will explore their own communication style, triggers, and the impact of honesty – and receive personalized feedback on their ability to use proven techniques learned in the course.  

**Ideal for:** New to mid-level managers who want both knowledge and practice in how to engage in difficult conversations  
**Competencies:** Conflict management, communication, self awareness, building trust

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**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 both your career and your team’s growth. In this session we examine why it can be hard to find your own voice and how you can challenge yourself and those you influence to amp up courage and confidence, overcoming the barriers to reaching your full potential. This course mixes instruction with exercises to help you not only learn, but practice these skills (and decide when to apply them for the greatest impact).  

**Ideal for:** Women of all levels; participants are put into coaching groups with peers at similar levels of experience  
**Competencies:** Self-awareness, emotional intelligence, growth mindset, courage
COURSE DESCRIPTIONS: LEADING OTHERS

Coaching Others: Essential Skills for Managers
with Jeb Bates, executive coach from ThoughtAction, LLC

Employee engagement has a direct correlation to productivity, execution, and retention - but many leaders miss the mark by merely managing. Coaching is a leadership competency that pays dividends, but requires training, practice, and confidence. This course will increase coaching capacity through fuller emotional intelligence, better understanding of your employees' personal drivers, and tactics for working with them to deliver better performance and job satisfaction.

Developing & Leading High-Performance Teams
multiple facilitators available, 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 6Cs: 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, leveraging strengths for greater creativity and collaboration.

The First-Time Manager Experience®
with The Ken Blanchard Companies®

Studies show that without proper training, 60% of all new managers under-perform for their first two years. Those 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. This course covers essential skills for first-time managers, including: moving from an individual contributor to a management mindset, communication, and key conversations.

Level Up: From Leading Self to Leading Others
with Lisa Zangari, Leadership Louisville Center

Participants in this course explore how some of the habits that lead to individual success may be limiting in a leadership capacity. This course utilizes the solution-based curriculum from national bestseller What Got You Here Won’t Get You There, combined with principles of emotional intelligence and change management. Participants learn to define strengths to use as behavioral anchors, understand personal blind spots, develop a personalized action plan, and transition from ‘manager’ to ‘influential leader of others.’

Situational Leadership II®
with The Ken Blanchard Companies®

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 teaches leaders to diagnose the needs of an individual - and then address them using the appropriate style and communication model, improving accountability and performance. Participants learn to become flexible leaders highly skilled in goal-setting, coaching, performance evaluation, active listening, feedback, and proactive problem solving.
LeadingBetter
DEVELOP. LEAD. SUCCEED

As partners, we work to build the skills your leaders will use to increase:

**Impact**
Our instructors are practitioners with decades of experience in the real world, who deliver transformational learning experiences. Leaders leave with tools that change the way they think, relate, and act – right away.

**Growth**
There's no room for “the way we’ve always done it” in today's market. We foster and support a growth mindset, to shape better bosses, healthier teams, and workplaces that are nimble, innovative, and inclusive.

**Purpose**
We believe great leadership is a force for good. LeadingBetter™ was founded by the Leadership Louisville Center, a nonprofit known for its world-class approach to and 40+ years of inspiring and equipping leaders to be better and do better.

“These courses excel at providing the necessary business and soft skills to drive performance and success in the workplace - and having a menu of different courses enables us to address specific needs depending on where individuals are in their careers. These classes bring the proven know-how to help each of us make a greater impact. In addition to gaining the top-notch knowledge and hands-on practice through the classes, our employees leave with invaluable connections. I highly recommend LeadingBetter™ for your training needs.”

MICHELE KOCH
SVP, Chief Culture & People Development Officer, Republic Bank

Ready to learn more about how our courses can benefit your organization? We’ll be happy to help you identify the best path forward and see how our courses can add value to your business. Scan the QR code or visit: leadershiplouisville.org/training to learn more.