

Leadership Columbus Workshops

ADAPTIVE STRATEGIES

This session will encourage personal reflection on our behavioral responses and how they show up in our workplace, community, and our interpersonal relationships. We will walk through how adaptive strategies have protected our safety, connection, dignity, and belonging.

Participants will:

- Increase knowledge and understanding of adaptive strategies and their impact
- Increase knowledge and understanding of power dynamics and leadership responsibilities and how they apply to our behaviors and adaptive strategies.
- Build and strengthen connections as a team and work to collectively process strategies for more awareness in our work.

Options Available:

- In-person: 2 hours - \$1,000
- Virtual: 2 hours - \$1,000

COURAGEOUS INCLUSION

Building awareness and getting people familiar with DEI terminology isn't enough to effect lasting change. Courageous Inclusion teaches people a mindset that promotes diversity and inclusion as well as a process to become more knowledgeable and active proponents of inclusion in their workplace. Participants will:

- Understand the benefits of diversity and inclusion
- Embrace the Courageous Inclusion mindset
- Recognize the four stages of the Courageous Inclusion model
- Create a personal action plan to improve inclusivity

Options Available:

- In-person: one day (8 hours) - \$4,000 facilitation fee + \$215 per person
- Virtual: two, three-hour sessions (6 hours) - \$4,000 facilitation fee + \$215 per person
- Online: 35-minute self-guided overview + 1-hour live, virtual debrief with a facilitator - \$1,500 facilitation fee + \$95 per person

CONVERSATIONAL CAPACITY

Conversational Capacity teaches people how to engage in Constructive dialogue, even in moments of great pressure. It helps them develop a mindset of conversational capacity, recognize when emotions are clouding their receptivity, and learn the four skills for balancing candor and curiosity.

Participants will learn:

- The mindset of conversational capacity
- The natural tendency to either minimize or win
- The four skills for balancing candor and curiosity

Options Available:

- In-person: 6.5 hours - \$4,000 facilitation fee + \$175 per person
- Virtual: 3 hours - \$2,000 facilitation fee + \$175 per person

ESSENTIAL MOTIVATORS

Essential Motivators teaches a four-pattern framework that is powerfully simple, effective, and fun to apply, and allows all employees to reap its benefits. Several other popular personality and temperament systems are in use, but these systems tend to be too complex for most people to apply in their moments of need.

Participants will:

- Understand how core needs influence motivation, career satisfaction, communication, and problem-solving
- Discover and manage unique stressors and shadows
- Identify Essential Motivators patterns in others
- Appreciate others for who they are and what they need

Options Available:

- Virtual: Six-week online learning journey with weekly 60-minute live virtual sessions that include interactive discussions and breakout sessions - \$4,000 facilitation fee + \$195 per person
- Online: 35-minute self-guided overview + 1-hour live, virtual debrief with a facilitator - \$1,500 facilitation fee + \$95 per person

For questions and to request a quote for your group, contact:

Shannon Lee
Executive Director
shannonlee@columbus.org

or

Kathy Chipps
Development Director
kathychipps@columbus.org



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NONPROFIT BOARD GOVERNANCE TRAINING

From novice board members seeking their first opportunity to those looking to sharpen their expertise on existing boards - both parties benefit from this session! Join us to learn about board governance standards and best practices from nonprofit experts already serving in the field. Participants will:

- Learn the roles, responsibilities, and legal duties of nonprofit boards and board members.
- Gain a deeper understanding of the fiduciary responsibilities that come with serving on a board.
- Explore the board's role in fundraising and building a culture of philanthropy in an organization.

Options Available:

- In-person: one day (8 hours) - \$250 per person, no customization; \$400 per person, customized
- Virtual: two, four-hour sessions (8 hours) - \$250 per person, no customization; \$400 per person, customized

PREDICTIVE INDEX

The PI Behavioral Assessment is a highly effective, yet simple, science-based assessment that is broken down into four primary behavioral factors, or core drives. These core drives and their relation to each other create a behavioral pattern that provides a simple framework for understanding the workplace behaviors of candidates and employees. The results make it easy to predict workplace behaviors and motivating needs.

The Predictive Index workshop includes this assessment for all participants as well as a full debrief of those results. Organizations/groups can also request an additional workshop that takes individual results and evaluates those results in teams or work groups. Participants will:

- Understand how native drives create needs and influence behavior
- Discover adaptations being made in the workplace based on a perceived need to change
- Gain a greater understanding of self and others to improve communication, empathy, and productivity in the workplace

Options Available:

- In-person: 3 hours - \$4,000 up to 30 participants (includes assessments)
- Virtual: 3 hours - \$4,000 up to 30 participants (includes assessments)

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Shannon Lee
Executive Director
shannonlee@columbus.org

or

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Development Director
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THE SLII EXPERIENCE

The SLII Experience empowers leaders to become adaptive—a requirement for our uncertain times. Backed by 40 years of research and an unmatched track record of results, The SLII Experience™ teaches your leaders how to lead situationally by giving their people the right support or direction at the right time. SLII enables leaders to build deeper relationships—with their work, their company, and their colleagues—making every day more inspiring, motivating, and meaningful. Participants will:

- Define clearer and more compelling goals
- Accurately identify people's development levels on goals and tasks
- Use appropriate amounts of direction and support to match people's needs
- Have respectful and honest conversations that move people forward

Options Available:

- In-person: Two days (16 hours) or one-day condensed (8 hours)
- Virtual: Five, two-hour virtual sessions
- Online Course:
 - 2.5-hour self-paced course delivered in short modules with optional Reflect and Share; Overview
 - 35-minute self-paced course SLII® Challenge
 - Simulation: An immersive, simulation-centric experience
 - Digital Assets: Micro-activities (videos, interactions, worksheets)
 - SLII® App: Apply the SLII Model to real-world situations
 - Kenbot™ for SLII®: A chatbot that helps learners apply and master the skills taught in SLII through personalized conversations

Pricing:

- In-Person: \$7,500 facilitation fee + \$445 per person
- Virtual: \$6,500 facilitation fee + \$445 per person
- Online: \$1,500 facilitation fee + \$225 per person
 - Other add-ons (optional):
 - 35-minute self-paced course SLII® Challenge: \$95 per person
 - Simulation: \$100 per person
 - Kenbot™: \$60 per person
 - Digital Assets: \$30 per person
 - SLII® App: \$5.95 per person

SLII® CONCEPTS

SLII® Concepts teach what it means to lead situationally. That means giving people the right support or direction at the right time, having authentic conversations that empower them, and caring about their growth. Be their champion. See their promise. SLII Concepts introduces the art of diagnosing an individual's or team's development level and then using the appropriate leadership style in response. Fast-paced, content-rich SLII Concepts is an immersive solution that can be used to introduce or reinforce SLII. Participants will:

- Explanation of the three key skills of SLII®
- Reinforcement of learning with a video case study and videos on SMART goals and other essential skills

Options Available:

- In person: 3-hours with the option to be modified to a 2-hour condensed or a 4-hour expanded design based on your needs
- Virtual: Two 90-minute sessions without the LBAII Assessment

Pricing:

- In-Person: \$4,000 facilitation fee + \$185 per person (with LBAII Assessment)
- In-Person: \$4,000 facilitation fee + \$175 per person (without LBAII Assessment)
- Virtual: \$6,500 facilitation fee + \$185 per person

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