

Executive Leadership Development

April 16, 2024 AND October 10, 2024

INSTRUCTOR

Teri Wallis, Terilyn Wallis Consulting

PROGRAM

Registration: 8:30 a.m.

Program: 9 a.m.–4 p.m.

REGISTRATION

Co-ops participating in the pre-payment plan: 3¼ Skill Builder Credits per participant for both April & October sessions—no a la cart option available for this series. Contact Wendy for group discounts.

Register online at:

http://www.weca.coop/calendar_list.asp

REGISTRATION DEADLINE

Friday, April 5

PROGRAM LOCATION

April 16, 2024 (part 1)

Florian Gardens Conference Center

2340 Lorch Avenue

Eau Claire, Wisconsin

Phone: (715) 832-8836

October 10, 2024 (part 2)

The Lodge in Mauston

104 Lodge Lane

Mauston, Wisconsin

Phone: (608) 747-2200

FOR MORE INFORMATION

Contact Wendy Fassbind at (608) 467-4589

or wendy@weca.coop

When senior leaders of the cooperative function effectively as a team, the organization thrives. We've all heard the phrase, "It starts at the top." When the team at the top of the organization establishes trust and accountability, alignment throughout the organization is likely. As senior leaders we need to be skilled at handling conflict, working with people we don't necessarily like, establishing strong communication, being creative, being flexible, managing change at the right pace, and supporting the needs of our employees and members using active listening.

Topics Covered April 16 and October 10:

- Having Difficult Discussions Around Performance
- Developing Culture
- Responding to Management Concerns in the Work Environment

The content and additional interactive experiences of this program will take place in person. In addition, each cooperative will be scheduled for two online coaching sessions (one-hour each), which will include additional activities for your team to complete for each of the sessions.

This experience is designed for your cooperative leadership team to attend as a group. Although not required, your outcomes will benefit by attending together.

See next page for detailed session descriptions.

Thank you to our program sponsors!



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Having Difficult Discussions Around Performance

- Establishing trust, consistency, credibility, and respect.
- Measuring the cost of poor performance versus the challenge of having a difficult discussion.
- Leading and driving the desired culture, employee engagement and organizational productivity.
- Recognizing pros and cons of cooperative practices—past, present, and future. Determining what to let go of and what to hold tight to.

Developing Culture

- Assessing your current culture objectively.
- Working with your team to identify the characteristics of your ideal culture.
- Using assessment tools to measure your progress.
- Building culture-building vocabulary and skill sets using assessment data to drive relationships in groups and individuals.
- Making decisions and strategy choices that do not conflict with your culture.
- Strategies for changing the culture including changing individual behaviors.

Responding to Management Concerns in the Work Environment

- Establishing methods to identify and escalate issues appropriately.
- Giving managers the right amount of space to address issues without giving them too much space.
- Understanding when your management team needs you to be directive and when it needs you to be supportive.
- Looking for and detecting trends instead of managing by incident response.

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