

# FRANCIS TUTTLE LEADERSHIP DEVELOPMENT ACADEMY

**LEADERSHIP** Program for experienced and new supervisors, as well as human resources professionals. The program provides participants with hands-on, practical strategies for effectively leading people.

**ACADEMY STRUCTURE:** The academy consists of four workshops over a three-month period running from February - April 2017. The sessions are held at the Francis Tuttle Technology Center, Rockwell Campus. The cost per participant is \$300 for the full academy (four sessions). Participants receive a Francis Tuttle Certificate of completion if they attend all four sessions. The 2017 academy features four expert facilitators, giving participants access to a broad range of perspectives in these newly-updated sessions.



## SESSION ONE: EFFECTIVE INTERVIEWING

**GAYLA SHERRY, MBA, SPHR, SHRM — SCP**

Tuesday, February 21, 2017, 9 a.m.-12 p.m., Francis Tuttle/Rockwell, Room D1810A. Selecting the best applicant who is the “right fit” with your organization is vital to your organization’s success. The facilitator, Gayla Sherry, will review effective interviewing strategies that can apply to all positions, including “legal do’s and don’ts” for interviewing that expand beyond the human resources office. The discussion will include strategies for attracting and retaining employees to reduce costly turnover.



## SESSION THREE: CRUCIAL CONVERSATIONS

**JIM FRIEDEMANN, EXECUTIVE COACH**

Tuesday, March 21, 2017, 9 a.m.-12 p.m., Francis Tuttle/Rockwell, Room D1870A. Ever been stuck in an awkward work relationship? Ever had topics that needed to be discussed, but nobody knew how to bring them up? Do you wonder how some people have the ability to hold deeper, more honest conversations that create a new level of trust and are able to transform people, situations, and relationships? The facilitator, Jim Friedemann, will highlight crucial conversation tools to help get dialogue started, have those conversations you need to be having, and change your approach forever.



## SESSION TWO: CREATING A CULTURE OF COACHING

**CAROL NABERHAUS, COACHING FACILITATOR**

Tuesday, March 7, 2017, 9 a.m.-12 p.m., Francis Tuttle/Rockwell, Room D1870A. Leaders are responsible for creating and maintaining an environment that contributes to employee motivation, employee commitment, and brings out the best in people every day. Successful leaders understand what behaviors influence the success of those around them. The facilitator, Carol Naberhaus, will highlight many of those behaviors that, if practiced on a daily basis, will promote and build trusting, working relationships through the power of positive reinforcement, setting clear expectations, and giving specific, targeted, and timely feedback.



## SESSION FOUR: MANAGERIAL MOMENT OF TRUTH

**JILL HUDSON, ESQ., SPHR**

Tuesday, April 4, 2017, 9 a.m.-12 p.m., Francis Tuttle/Rockwell, Room D1870A. It’s human nature for managers who are faced with the facts of sub-standard performance to soften the truth so as not to offend or upset their employee. Then, if the problem persists, the manager can suddenly overreact in a way that feels confrontational to the employee and does not lead to long-term behavior change. The facilitator, Jill Hudson, will discuss a technique developed by organizational consultant Robert Fritz and field-tested by Bruce Bodaken, former President and CEO of Blue Shield of California. The Managerial Moment of Truth technique helps managers and employees face reality and confront the truth in order to correct mistakes and deficiencies in performance early and create lasting improvement.

**FOR MORE INFORMATION OR TO REGISTER,  
PLEASE CONTACT MOLLY SCALF,  
FRANCIS TUTTLE TECHNOLOGY CENTER,  
MSCALF@FRANCISTUTTLE.EDU, OR CALL 405.717.4703.**



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