

# Steve Gladis Leadership Partners Program and Course Offerings

## Courses For Leaders At All Levels



 <p><b>Building a Coaching Culture</b> Three half-day (3 hours each) virtual workshops teach leaders how to coach individuals, groups, and teams while embedding coaching practices in the broader organizational culture. Based on the book <i>Leading Well</i>.</p>	 <p><b>Career Transition</b> A six-part (1.5 hours each) virtual course teaches job seekers to know themselves, know the market, and market themselves effectively to potential employers. Based on a book in progress by Connie Dunlop and Steve Gladis.</p>
 <p><b>Leading Teams</b> A six-part (1.5 hours each) virtual series that is based on Harvard research that revolutionizes how we think about and lead teams. Teaches six conditions of high-performing teams. For managers and above. Based on the book <i>Leading Teams</i>.</p>	 <p><b>The 4 Critical Elements for Leaders</b> Five half-day (3 hours each) virtual sessions provide an introduction and overview of the 4 critical elements – developing trust, treating people well, creating a culture, and delivering on strategy. Based on the book <i>Leading Teams</i>.</p>
 <p><b>Leadership Communication</b> Four half-day (3 hours each) virtual sessions offer instruction on personality types and writing, public speaking, influence, and persuasion for leaders. Based on the books <i>WriteType: Personality Types and Writing Styles</i> and <i>Public Presentations</i>.</p>	 <p><b>Select Topics</b> All topics in these series are also offered individually. For example, in the Leadership Communication Series, public speaking can be taught as a stand-alone class. In the Building a Coaching Culture Series, The Coach-Approach can be taught as a standalone topic.</p>

- **Building a Coaching Culture Series**—consists of three, half-day (3 hours each) virtual classes. The series teaches leaders how to coach one on one, how to coach teams to make decisions, and how to build and maintain a team. We have taught this in Fairfax County, to TSA, and to a number of other organizations. Based on the book *Leading Well*.
- **Leading Teams Series**—a six-part (1.5 hours each) virtual series teaching leaders the fundamentals of team leadership based on the research from Harvard, which revolutionizes how we think about and lead teams. Again, this series has been run with great success in Fairfax County. For supervisors and above. Based on the book *Leading Teams*.

- **The Leadership Communication Series**—consists of four half-day (3 hours each) virtual sessions and includes personality types and writing, public speaking, influence and speaking to persuade for leaders. Based on the books *WriteType: Personality Types and Writing Styles* and *Public Presentations*.
- **Career Transition Series**—for officers planning on retiring in the next few years. This series of six virtual classes (1.5 hours each) teaches participants to know themselves, know the market they will enter as civilians, and know how to market themselves. We have successfully run 3 cohorts through the Fairfax Criminal Justice Academy. Based on a book in progress by Connie Dunlop and Steve Gladis.
- **The 4 Critical Elements for Leaders**—consists of five half-day (3-hour) virtual sessions including an introduction and overview of the 4 elements, a class on trust, treating people well, creating a culture, and delivering on strategy. Based on the book *Leading Teams*.
- **Individual Courses**
  - All the courses in these series may also be offered individually. For example, in the Leadership Communication Series, public speaking can be taught as a stand-alone class. In the Building a Coaching Culture Series, The Coach-Approach class can be taught as a standalone.
  - **Positive Leadership**—a dynamic half-day class on ways to make leaders and their followers more positive and productive. Based on the book *Positive Leadership: The Gamechanger at Work*.
  - **Mindful Leadership**—a half-day class that teaches leaders how to be mindful, present and calm in any situation. Based on the book *Smile. Breathe. Listen: The 3 Mindful Acts for Leaders*.
  - **Innovation**—a one-day workshop offering specific steps to solve your own innovation equation by understanding how to fuel your organization's innovation engine systematically, paving a straight path to improved solutions to current problems. Based on the book *Solving the Innovation Mystery: A Workplace Whodunit*.
  - Others upon request