

Public Service Professional Development Sessions

Sessions can be modified in time from 90 minutes or more with multiple components of sessions grouped together or offered in a series. Sessions are customized to meet client needs and have been successfully offered to both legislators and legislative staff.

Creating a Culture of Excellence and Civility (90 minutes to 2 days): These customized sessions vary in length based on convenience of time and desired outcome. This interactive presentation will incorporate key strategies from the sessions below that will focus on how we each play a role in creating a culture of excellence and civility. Participants will engage with research-based strategies to enhance core leadership competencies that create a culture of excellence and civility that is motivated by relationship building, integrity, respect, clear communication of expectations, purposeful habits, pro-active mindset and accountability.

Shaping Group Norms: This session teaches participants how to use the Compact for Excellence to intentionally establish the conditions needed for positive and productive interactions when working with different personalities, in different contexts, and pursuing different goals.

Integrity: Without it Nothing Works: How do we put integrity into action? In this session, participants pre-read an article on integrity that leads to group discussions and action-planning on how to use the Integrity-in-Action Checklist as a guide for thinking and action – especially when choices are complex and the pressure is high.

Communication and Teamwork: This session introduces the essential steps for preparing to communicate - respecting and connecting with others, identifying what one wants to achieve and avoid, and considering when and where would be the best opportunity to communicate. Win-Win negotiation can be woven in as a critical component of this session.

How to Identify and Manage Stress: Research indicates that our inability to identify and manage stress is having a significant impact on workplace culture and optimal performance. During this session, participants will review the new science of stress management with a focus on awareness, mindset, actions, and reflection of personal stress management. The presentation will be interactive with participants able to develop a personal stress management plan able to assist in reaching their desired outcome for day-to-day success. This can be provided for an individual action plan or group action plan take-away.

Mastering Care-Frontation: This session introduces care-frontation strategies for communication to help one balance concern for relationships with concerns for goals.

Developing Growth Mindset: In this session, participants are introduced to Grow-and-Let-Go Strategies designed to help one manage stress and develop a growth mindset.

Mastering Goal Achievement: This session teaches participants how to use a Goal Map to focus on the key elements of the goal achievement process.

Attitude + Effort = Improvement: Attitude and effort are what separates those who maximize their potential from those who do not. This session focuses on the drivers and preventers of attitude and effort.

Custom sessions can also be provided on **Leadership, Management/Supervision, and Coaching.**