




COOPERATIVE

Leadership

EDGE

**OHIO'S ELECTRIC
COOPERATIVES**

Your Touchstone Energy® Cooperatives 

www.ohioec.org

CORE COURSES

(ALL COURSES REQUIRED)

1 STRATEGIC RELATIONAL LEADERSHIP

We'll start by introducing Strategic Relational Leadership (SRL), a cutting-edge concept in effective leadership, where participants learn how to implement practical strategies to begin making a more positive difference in how they lead. We will also provide a comprehensive overview of DISC – a behavioral assessment taken prior to the first class. You will gain knowledge in all four styles and learn modification techniques to foster better interactions and improve relationships.

2 COMMUNICATING FOR LEADERSHIP SUCCESS

Our effectiveness is related to the quality of our relationships, which in turn is a function of how well we communicate with others. By improving our communication, we can improve our relationships and our leadership. We will identify the various styles of communication and present the Dialogue Model, which allows you to handle difficult conversations and leads to win-win outcomes for your entire team.

3 DEVELOPING YOUR TEAM

Your team won't be able to reach its full potential unless every member is able to reach his or her full potential. Learning the art of coaching is crucial in developing your team. How important is coaching? It impacts the three Ps: people, productivity, and profitability. We will present The Coaching Cycle and will examine each of the four phases. This will be a very interactive session, allowing participants to practice and improve their proficiency in the coaching dialogue.

4 DELIVERING RESULTS

Let's face it – when all is said and done, it's about execution: what we and our teams deliver. In the final class, we will examine the four disciplines of execution – a proven set of practices that enable both individuals and teams to achieve superb results. We will also address the vital skill of accountability. Sometimes it comes down to learning the fine art of limiting yourself – and others – to the essential.

CAPSTONE

Each participant will need to submit a report on how they applied one specific tool or concept from the course to a real-work situation. The report must address the situation prior to implementation, the tool or concept used, and the result of its use.

OUT OF CLASS

Outside of class, you will be required to complete a DISC assessment, an EQi assessment (followed by a coaching discussion), and a learning journal. These assignments will identify strengths and areas for development, and track your everyday application of course concepts.

ELECTIVE COURSES

(SELECT TWO)

◆ LEAD WITHOUT SPEAKING – NONVERBAL COMMUNICATION WORKSHOP |

AUGUST 22, 2023

Solid communication skills are paramount if you desire to gain buy-in from your colleagues, leadership, friends, and family. Learn the principles of body language and techniques that can be used to enhance communication and influence.

◆ DEVELOPING A RESPONSIBLE CULTURE |

OCTOBER 4, 2023

Understand the characteristics of a good leader and good manager and the pros and cons of each, how to develop the characteristics of responsibility, setting the example and expectation, and how to coach employees to a higher performance.

◆ COOPERATIVE COMMUNICATION EXPERIENCE |

SEPTEMBER 13, 2023

Building leaders while focusing on teams and communication; go behind the scenes of communication, FOCUS on special cases, connect to communicate, hands-on session for the DOTS of visual communication and leading through crisis.

◆ CREATING POWERFUL MOMENTS AS A TEAM |

NOVEMBER 2, 2023

Learn the difference between average and powerful moments. Collaboration will be defined, with an examination of the difference between a group and a team, the role of leaders and team members in setting the tone for a collaborative workspace and creating an action plan for generating more powerful outcomes together.



VITAL STRATEGIES FOR LEADERS

The Cooperative Leadership Edge certificate program is designed to be more than just training; it is a learning experience with measured results throughout the program to gauge impact. Between courses, learners will participate in structured and unstructured activities to refresh, expand, and apply the learned skills.

Participants must complete the following requirements in order to receive their Leadership Edge certificate:

- Complete all four core courses
- Complete two elective courses
- Attend mandatory team building socials
- Complete capstone project
- Attend graduation ceremony (December 12, 2023)

OBJECTIVES

- To create an understanding of positive leadership behaviors and the impact of leadership on people, performance, and the cooperative
- To create awareness of different leadership approaches and to recognize when to use which approach
- To build the skills needed to lead in the cooperative and to feel comfortable doing so

CANDIDATES

Cooperative Leadership Edge is designed for current managers who are seeking to refresh and/or develop the skills needed to effectively lead people at all levels of an organization.

The cost to participate is \$1,700 per student, plus lodging costs.

The deadline to enroll in Group 1 is April 26, 2023. The deadline to enroll in Group 2 is August 2, 2023.

2023 COURSE SCHEDULE

Ohio's Electric Cooperatives will be offering two groups of Cooperative Leadership Edge in 2023, each with a maximum capacity of 18 students. Group 1 is for all cooperative staff and Group 2 is dedicated to front line crew, with a restructured curriculum.

GROUP ONE

The first day of each course runs from 1-4 p.m., while the second day runs from 8 a.m. to 3 p.m. A mandatory networking social runs from 5-8 p.m. on the first evening.

- **May 15-16:** Core Course 1
- **June 28-29:** Core Course 2
- **July 26-27:** Core Course 3
- **August 23-24:** Core Course 4
- **September 29:** Capstone Due

GROUP TWO

The first day – for Courses 1 and 3 – runs from 9:30 a.m. to 4:30 p.m. The second day – for Courses 2 and 4 – runs from 7:30 a.m. to 3 p.m. A mandatory networking social runs from 5-8 p.m. on the first evening.

- **October 16:** Core Course 1
- **October 17:** Core Course 2
- **November 6:** Core Course 3
- **November 7:** Core Course 4
- **December 1:** Capstone Due



READY TO GET STARTED?



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COVID-19 NOTICE: We are committed to the health, safety, and comfort of our members. We continue to follow CDC guidelines to ensure meeting rooms and common areas maintain the highest levels of cleanliness.