




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)

◆ Emotional Intelligence in Leadership July 16, 2025

In today's environment one of the best ways to set yourself apart is by having a high EQ, which is a measure of emotional intelligence. By enhancing your understanding of your own emotions and those of others, you can have a positive effect on your relationships, team moral and results. This program highlights the connection between emotions and actions and helps identify ways to improve emotional intelligence to develop more productive relations with your team.

◆ Creating a Sense of Belonging August 26, 2025

Belonging is defined as a feeling of being happy or comfortable as part of a particular group and having a good relationship with the other members of the group because they welcome you and accept you. That sounds a lot like being a part of a team, doesn't it? Why not your team? Americans now crave belonging, and the workplace is the perfect place to create it! When belonging thrives in the workplace, psychological safety naturally follows.

◆ Developing High Performing Teams (HPT) September 30, 2025

This course is packed with vital information on team alignment, design, and creating a positive culture, but it's much more than a lecture. Through professional discussions, interactive exercises, and intriguing case studies, you'll gain practical skills and applicable tools and insights to enhance your team's effectiveness.

◆ The Art of Public Presenting and Communication October 22, 2025

Communication is the foundation of success. All busy professional men and women must learn and master the art of communication, especially public presentations. This workshop is designed to simplify and demystify public speaking. Whether presenting at a staff meeting, gaining approval at a board meeting, or delivering a formal speech in a professional setting, Attendees will be trained on how to prepare and deliver an effective talk in any setting.

◆ Lead Smart November 4, 2025

LeadSmart is a unique developmental program that addresses the essential leadership skills necessary to create highly productive work environments where employees can do their best work. The program is designed to assist and inspire front-line supervisors, leaders and managers at every level in transforming their workplace and improving bottom-line performance.



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 mandatory requirements in order to receive their Leadership Edge certificate:

- Complete all four core courses
- Complete two elective courses
- **Attend all evening networking socials**
- Complete capstone project
- Attend graduation ceremony (January 13, 2026)

Note: Failure to attend a core class will result in your sponsoring cooperative paying \$500 for an individual make up training session

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 \$1,600 per student, plus, lodging costs.

Deadlines for enrollment:

Group 1 - March 14, 2025

Group 2 - August 29, 2025

2025 Course Schedule

Ohio's Electric Cooperatives will be offering two groups of Cooperative Leadership Edge in 2025. Group 1 will accommodate 24 students and Group 2 will accommodate 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 1:00 p.m. to 4:00 p.m.

A mandatory networking social starts at 5 p.m. on the first evening.

The second day runs from 8:30 a.m. to 3:30 p.m.

- **April 29-30:** Core Course 1
- **June 4-5:** Core Course 2
- **July 22-23:** Core Course 3
- **August 19-20:** Core Course 4
- **September 19:** Capstone Due

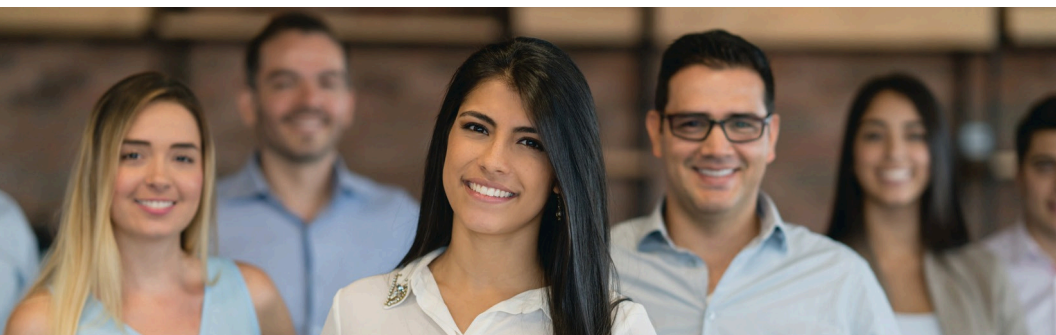
GROUP TWO

The first day of each course runs from 9:00 a.m. to 4:00 p.m.

A mandatory networking social starts at 5 p.m. on the first evening.

The second day runs from 8:30 a.m. to 3:30 p.m.

- **September 23:** Core Course 1
- **September 24:** Core Course 2
- **October 28:** Core Course 3
- **October 29:** Core Course 4
- **November 28:** Capstone Due



READY TO GET STARTED?

CONTACT:



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CONTINUING EDUCATION

This leadership program has been approved for **5.0** NRECA continuing education hours for the following certifications:

- NRECA Certified Cooperative Communicator (CCC)
- NRECA Certified Key Account Executive (CKAE)

Participants **must** complete all core classes and 2 elective classes to receive full allotment of continuing education hours.