




COOPERATIVE

Leadership

EDGE

**OHIO'S ELECTRIC
COOPERATIVES**

Your Touchstone Energy® Cooperatives 

www.ohioec.org

CORE COURSES

(ALL COURSES REQUIRED)

1 BE REAL (RELATIONAL, EMPATHETIC, APPRECIATIVE 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)

◆ HIGH-PERFORMANCE TEAMS AUGUST 11, 2021

When those key moments arrive, will you and your team be ready to excel? In this course, we'll use lessons learned from U.S. military operations and academic research to illustrate how teams succeed in high-pressure situations.

◆ DEALING WITH ETHICAL DILEMMAS SEPTEMBER 1, 2021

Values matter to any good leader, but being principled can create challenges. We will identify core ethical and organizational values to strategize how to successfully resolve conflict within the organization.

◆ PROFESSIONAL PRESENCE AND PRESENTATION SKILLS OCTOBER 5, 2021

Leaders need to be poised, skilled communicators, able to deliver complex information in a compelling, easily understandable manner. In this session we will develop your foundational platform skills to help you share compelling messages.

◆ CHANGE MANAGEMENT NOVEMBER 2, 2021

Stagnation is not compatible with good leadership. Any successful organization must grow and adapt its operations and values. In this class, we will define what it takes to effectuate and lead change, leveraging a three-step model for implementation.



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 15, 2021)

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 \$1,500 per student, plus lodging costs.

The deadline to enroll in Group 1 is April 26, 2021. The deadline to enroll in Group 2 is August 2, 2021.

2021 COURSE SCHEDULE

Ohio's Electric Cooperatives will be offering two groups of Cooperative Leadership Edge in 2021, each with a maximum capacity of 18 students. Once you have begun the program, it is recommended that you remain with your group throughout the core course schedule. You may only substitute a core course from your group with the corresponding course in the other group with the permission of the instructors.

GROUP ONE

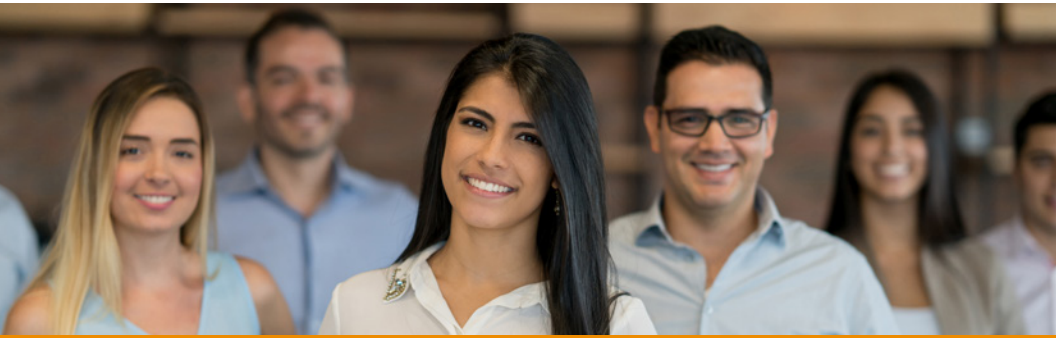
The first day of each course runs from 1-4 p.m., while the second day runs from 8 a.m. to 3 p.m. A mandatory networking social runs from 5-8 p.m. on the first evening.

- **May 25-26:** Core Course 1
- **June 22-23:** Core Course 2
- **July 21-22:** Core Course 3
- **August 24-25:** Core Course 4
- **September 20:** 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 20:** Core Course 1
- **October 21:** Core Course 2
- **November 10:** Core Course 3
- **November 11:** Core Course 4
- **November 29:** Capstone Due



READY TO GET STARTED?



CONTACT:
TIM STREET
Director,
Cooperative Development
614.430.7894
tstreet@ohioec.org

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. We ask staff, members and guests to wear face coverings while in hallways and common areas. Our training room will be set up for proper social distancing for all sessions.