



Hammond Educators
Fallston, MD 21047
443-717-1225

www.HammondEducators.com

Visionary Leadership Program

Here is a sample of our leadership programs. If you don't see exactly what you're looking for, give us a call or send an e-mail to us. The chances are we've done it or if not, we can build it just for you.

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Emerging Leaders: Accepting A Leadership Role (2 Days)

For organizations to be effective and successful in today's highly competitive and fast changing environment, they cannot rely solely on those in 'official' leadership roles. Rather, leadership must be shared broadly throughout the organization. Effective leadership, demonstrated throughout the organization, is fundamental to creating and sustaining a healthy and vibrant organizational culture.

For those hesitant about stepping up to a leadership role, it is comforting to know that leadership can be learned. It is not a skill you were either born with or not. While some people are more 'natural' leaders, everyone can learn how to be good a leader. This practical and results-oriented skill building workshop provides participants with tools and techniques to enhance their leadership effectiveness.



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The Leadership Challenge (5 Days)

This practical and results-oriented skill-building workshop is designed to enhance an organization's leadership capabilities and to provide experienced managers with proven leadership tools and techniques that can be put into practice immediately upon returning to the workplace.

Effective leadership is fundamental to creating and sustaining a healthy and vibrant organizational culture. For organizations to be successful they cannot afford to simply allow leaders to learn "on the job." It is not a sink or swim situation. The learning curve is way too steep to simply learn on your own and the consequences of poor leadership are too significant to let it just happen.

To develop leadership skills in the adult learner you must engage them in the learning process. You must challenge them and help them 'choose to lead' if you want to affect long-term behavior change. The design of this course enables participants to transfer course content and learning from the classroom to the workplace. Participants will reflect on their attitude towards management and leadership and discuss the implications of accepting a leadership role.



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Effectively Resolving Conflict (1 Day)

Whether in a leadership, managerial or supporting role in the workplace, developing and maintaining relationships is pivotal in achieving organizational success. Establishing and maintaining positive relationships within your organization enables employees to work together effectively and efficiently.

Unfortunately, as long as people must work together, conflict is possible. And when conflict appears, most people don't really think about how they approach conflict. They just 'deal with it.' We sort of go on 'automatic pilot,' playing out our role based upon our 'natural' behavioral and conflict styles. The negative impact of poorly handled conflict includes hurt relationships, decreased productivity, and reduced team spirit. Effective conflict management can only be achieved when an individual begins to really see how her or his conflict style may actually contribute to the problem.

Workshop participants are given the tools and techniques to change the way they manage relationships to get better results. Participants are introduced to different conflict management styles and learn how to apply the best style to any given situation. Through behavioral style assessments, interactive discussions and role play participants learn to create and maintain positive interpersonal relationships.



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Succeeding with Emotional Intelligence (1 Day)

Emotional Intelligence is the ability to recognize our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships. EI describes abilities distinct from, but complementary to, academic intelligence or the purely cognitive abilities measured by IQ.

Based upon the research of Daniel Goleman, Richard Boyatzis, and others, this course explores the topic of emotional intelligence and provides participants with the knowledge and skill to apply emotional intelligence to specific business situations to become more effective and successful. Recent research into EQ shows that emotional intelligence is more than 85% of what separates star performers from the average performer.



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Developing High Performance Teams (2 Days)

This team building program is designed to establish a high performance, high commitment team culture. Teams learn how to dramatically improve relationships, planning, quality, and productivity.

Team building skills will enable an organization to establish effective and collaborative working relationships, embrace this organizational structure, and accept both responsibility and the appropriate accountability for the organization's success. At its core, team building is about empowering employees to operate more freely, think and respond creatively and support one another within a team environment.



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Developing Personal Resilience (1 Day)

Personal resilience is arguably the most valuable resource for coping well during stressful times. It is the human capacity to face, overcome, and be strengthened by experiences of adversity. Resilient people turn adversities into opportunities and reframe difficulties as challenges to overcome, rather than pressures that might overwhelm them. Indeed, the ability to persevere despite obstacles and setbacks is one of the most important factors for success in professional and personal life.

Resilience is not a gift that you are either born with or not. Everyone has the capacity to enhance their inherent resilience, by learning how to face the inevitable adversities of life and be strengthened by them. Workshop participants will learn to respond positively to the pressures and demands of modern working life and to help them understand the importance of being resilient during periods of organizational change.