



Professional Development Program

We invest in your greatest resource:
your people!



Why develop our professionals Development?

- The problem:
 - Supervisors challenged by:
 - Administrative discipline actions
 - Unmet expectations
 - Organization retention challenges:
 - Low morale:
 - Staff led by emotions and make emotional decision
 - Staff seeks to be valued or appreciated
 - Staff challenged by not being promoted:
 - Staff not qualified for the job they want?
 - requisite, experience, knowledge, skills, abilities, attributes, values and mind set:
 - Understanding the job they want
 - Resume doesn't meet needs
 - Lacks desired communication skills
 - Doesn't meet internal/external customer service standards
 - Unable to establish or maintain professional relationships



Why Professional Development?



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- **The solution:**
 - Invest in staff! Help them find:
 - Identity (who they REALLY are):
 - Realize personality inventory- Enneagram
 - Define and understand appreciation language
 - Introduction to emotional intelligence
 - Journaling
 - Acceptance
 - Self and professional reflection survey
 - Learn and apply basic communication techniques
 - Purpose to establish professional boundaries vice emotional walls
 - Accepting and applying constructive criticism
 - Security
 - Environment supportive of authenticity
 - Establish fruitful professional relationships
 - Receive and articulate healthy realistic expectations
 - Understand and participate in self care
 - Purpose
 - Create and communicate professional goals
 - Find Mentor/coach



Why Professional Development?

- Over 40 attendees resulted in:
 - 60% attainment of goals
 - 95% organization retention (left to pursue what they wanted)
 - 100% supervisor performance satisfaction, post course
 - 100% student positive feedback from course
- Program details:
 - 6-8 student class
 - Four 8 hr classes, every other week
 - 5-7 hours of outside class work, referred to as “Me work”
 - 3-5 coaches supporting students in and out of class
 - Students require access to computers to create presentation and complete assessments
 - Coaches interview supervisors, professional co-workers and students
 - Students expected to locate mentor in professional area based on goal



What to Expect

- **4 classes**
 - **8:00-4:00**
 - **8:00-4:00**
 - **8:00-4:00**
 - **8:00-4:00**
- **Circle of trust**
- **Real people, Real talk, Real purpose**
- **What you put in, is what you get out**

Hello

my name is

Introductions

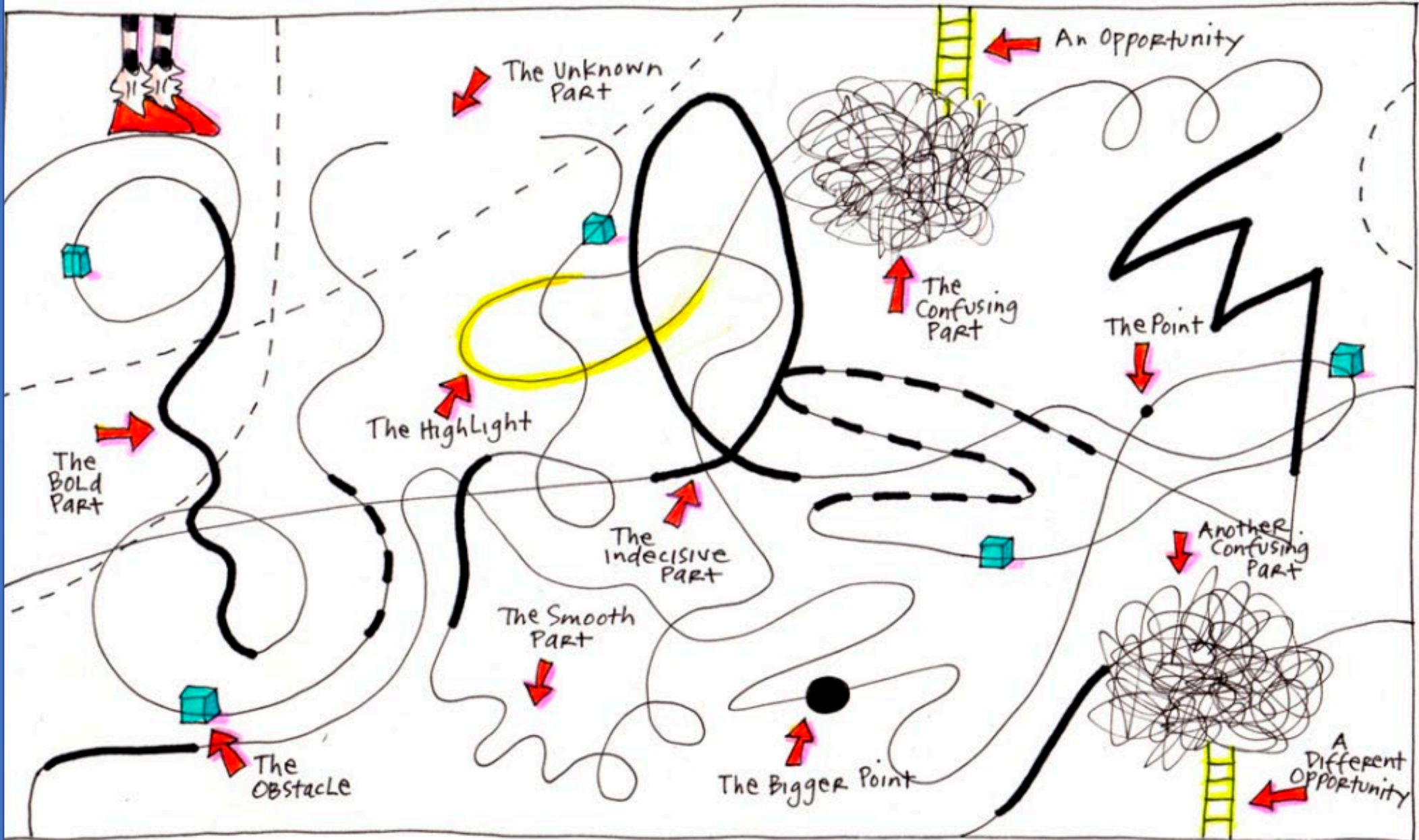
- What is your name?
- Where do you work?
- What do you want out of this course?
- If you were an animal, what animal would you be and why?
- What are your Values?

Me-Work

- Do you see what others see?
- Do you see something that is of value?
- Please Write down three names of people you work closely with and their emails.



Where are you?





Perspective

C . S . L E W I S

“What you see and what
you hear depends a great deal
on where you are standing.
It also depends on what
sort of person you are.”

How do you show up?

Where are you?



Emotional Intelligence



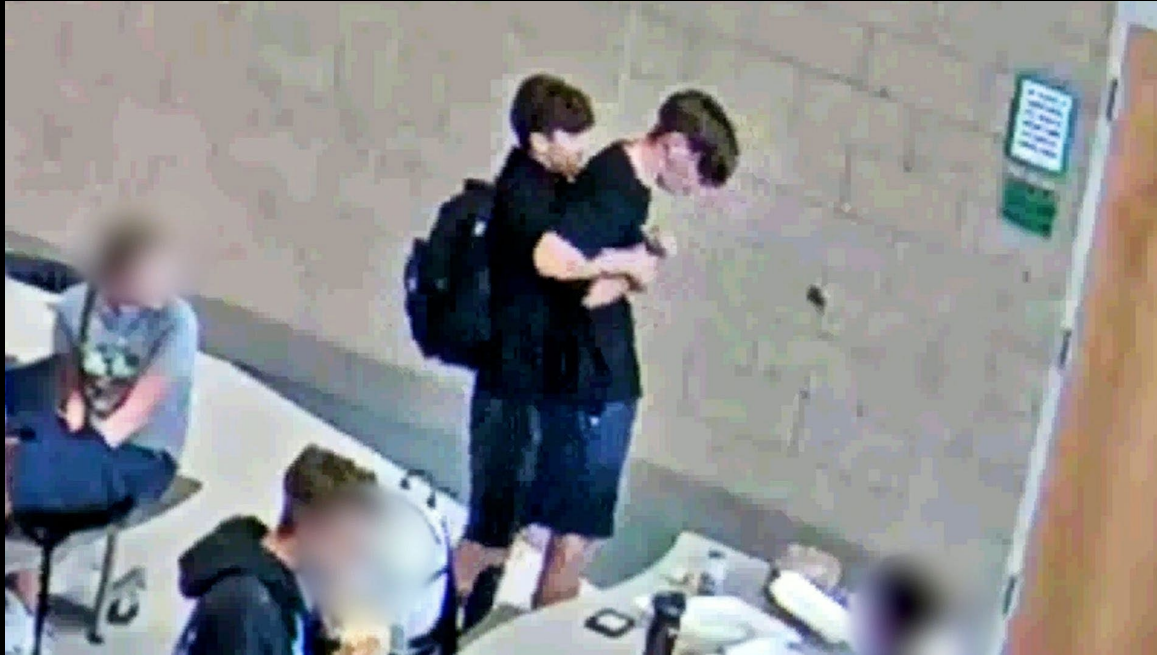
Where are you?



Session 2

Unpacking

In your story, are you the:



- **Victim**
- **Bystander**
- **Hero**
- **Villain**

Unpack!

Session 3

Packing



Attributes of a Leader

- Understanding personal boundaries vs walls


Emotional Walls: boundaries on steroids. Your brain develops them in order to protect you. They are often seen as or referred to as defense mechanism

1. **Creates control**
2. **It's a defense mechanism...** resulting in judgment of others
3. **You act as the person you once were**
"You will never grow behind a wall"
4. **Emotional walls come from a fears and pain**



Leading you

Pack!

- 
- A woman with her hair in a bun, wearing a grey and white striped shirt, is seen from behind, looking at a large world map spread out on a table. Her hands are resting on the map.
- Did we learn anything from the co-worker about how you show up?
 - What professional challenges do you have? **EVENT PREP**
 - Where are you going?

Session 4

The trip and the destination

A green van with a yellow roof rack is driving away on a paved road that curves through a desert landscape. The background features large, flat-topped rock formations under a clear blue sky. The text 'The trip and the destination' is overlaid in white on the scene.



Questions??

Feedback please...



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[Website](#)