



## Manager Learning Group

This 6-week virtual program offers in-depth training by experts and interactive peer-to-peer learning and networking with fellow nonprofit professionals in management positions. This hands-on learning group also provides an opportunity for managers to develop a personal action plan journal that can be used during and after the program is completed.

Need a place to learn and discuss how to handle the challenges of managing people and programs? The Manager Learning Group provides an interactive space for nonprofit professionals to learn about and discuss the key management topics below, while also getting individualized support and advice from the group on real-life issues and challenges. Participants gain perspective on universal management approaches that span across industries and departments.

### Sessions & Topics:

#### Session 1: Leadership and Management

- Assess your current leadership skills.
- Explore multiple generations in the workforce.
- Explore components of management and leadership.

#### Session 2: Emotional Intelligence

- Define EI and its benefits and impact to an organization.
- Discuss the framework of the four domains of EI.
- Reframe triggering events with new approach.

#### Session 3: Engaging Your Team

- Conduct a team assessment.
- Explore effective and ineffective behaviors in team dynamics.
- Explore the benefits of engagement.

#### Session 4: Communicating Trust, Value, and Respect

- Identify tools for navigating difficult conversations.
- Explore elements of inclusive language.

#### Session 5: Minimize Conflict and Maximize Employee Engagement

- Explore and discuss sources of conflict.
- Explore approaches and strategies to handling workplace conflict.

#### Session 6: Working Effectively within Organizational Culture

- Explore the dimensions and dynamics of organizational culture.
- Develop strategies for making a culture change.
- Create a personal action plan to further development as a leader.

### Who Should Attend

Ideal for nonprofit professionals such as Managers or Directors with 1 - 5 years' experience overseeing employees. Duties can include hiring and firing, budget development or monitoring, and working with other managers.



### **What People are Saying**

*"Very helpful!"*

*"I really enjoyed the sessions."*

*"The small group gave great ideas to each other, bringing up real life events and coming up with solutions."*

*"I appreciated having a space to think through the struggles I encounter as a manager and to build a tool kit for how to tackle them."*

*"I appreciated being able to practice concepts we learned in the real world."*

*"It made me think outside the box and to put myself in my staff's shoes."*