



# EVOLVE 2021

## *Leadership Development for a New Age*

By Claire Laughlin & MRG, LLC, offering expert Leadership & Organizational Development

### *You asked, and we listened...*

The world has fundamentally changed. We are faced with new challenges, and our leaders, teams and organizations must adapt in order to survive and thrive. **EVOLVE 2021 is the answer!**

The **EVOLVE** program is a one-year professional development and networking program that brings leaders from multiple organizations together for a monthly training experience that will help them to LEAD THEIR TEAMS with clarity, consistency and connection.

We've built and customized a series of our most sought after training topics to support your supervisors and managers in leading your organization in this "new normal." From *prioritization* to *problem solving*, and *conflict* to *collaboration*, we've curated these competency-based trainings into a 1-year professional development experience that will transform your organization.

### Topics include...

Building Credibility as a Leader; Supporting Accountability; Managing Performance; Leading Effective (Virtual) Meetings; Engaging Your Team; Prioritizing, Planning and Goal Setting; Delegating, Directing and Coaching; Managing Conflict; Igniting Engagement; and Leading Change.

As a result of this program, your leaders will be able to...

- Prioritize their work, and provide clear expectations for their teams
- Set clear standards for performance
- Run a purpose-driven and effective live or virtual meeting
- Set clear and actionable goals, translated into shared workplans
- Engage their team members in timely completion of project-based work
- Move through conflict and into problem solving and decision-making
- Create a "Change Plan" and shepherd the team through that plan
- Delegate effectively
- Coach a team member to build competence and confidence
- Create a learning environment that embraces diverse viewpoints and results in an inclusive culture
- *And more!*

*"Every single class gave me something specific and tangible that I could take back to work and use the very next day. Totally engaging!"*

- Karen C.

Director, Department of Rehabilitation

*"The training that Claire and the MRG team provides is top rate and an incredible value! I've paid four times as much for training that wasn't half as good."*

-Michelle D.

Community College Dean

**Imagine the savings and ease represented by this degree of organizational effectiveness!**

This is REAL LEADERSHIP DEVELOPMENT—not a quick-fix afternoon promising big results, but a year-long monthly skill-building program focused on solidifying the core foundational concepts that will help your organization thrive. ***Give your supervisors, managers, and high potentials the support they need to thrive in this new era!***

Learn more: <https://www.clairelaughlinonline.com/evolve> or contact Claire Laughlin at 831.239.8483  
[CLaughlin@Solutions-MRG.com](mailto:CLaughlin@Solutions-MRG.com)



## What's included?

- A monthly **LIVE half-day virtual workshop** (All workshops recorded and available for the year)
- Monthly **Discussion Forums** and **Practice Sessions** to help participants apply what they learn
- A **toolkit of job aids, guides & frameworks** that makes it easy to USE every concept immediately
- Our **EVOLVE Community** – a place for all participants to network and get support
- We also **on-board** your group, **register** each person, and send monthly **reminders** about events.
- A **monthly engagement report** that gives **you** full transparency on your leaders' involvement.

## Who should attend?

All recently promoted or seasoned people-leaders (or those who you'd LIKE to be leaders) who are in positions to influence others and shape your culture. Send a significant group of 5 – 25 people for best and lasting results.

<p><b>Jan 21: Opening Ceremony!</b></p> <p>Program launch! In this opening session, participants get familiar with all program opportunities, take a leadership assessment, set professional goals, meet their peers, and make a plan to get the most from this program</p>	<p><b>Feb 4: The High Impact Leader</b></p> <p>Learn about leadership credibility—how to build it, and how NOT to break it. And, foundational communication skills (candor, caring and continuous feedback) that support a high-functioning team culture.</p>	<p><b>Mar 4: Igniting Engagement</b></p> <p>Understanding engagement and motivation is at the core of inclusion and effective leadership. This month, we assess motives, and provide an exercise to take back to teams to deepen understanding and stimulate new levels of engagement.</p>
<p><b>Apr 1: Making Meetings Work</b></p> <p>The central unit of teamwork is the MEETING! Today we learn to develop a purpose-driven agenda, and we share standard agendas for brainstorming, choice framing, decision-making and resolving conflict.</p>	<p><b>May 6: Prioritize and Plan</b></p> <p>This month we discuss the critical importance of priorities, goals and plans, and we introduce a powerful exercise for shaping and then communicating clear priorities with your team.</p>	<p><b>Jun 3: Work the Plan</b></p> <p>This month, we address managing the hurdles that undoubtedly arise as you execute your well-structured plans. How to work with stakeholders, provide thorough information at the right time, and keep things moving forward are key topics.</p>
<p><b>Jul 1: Integration</b></p> <p>This month, we focus on deepening connections between concepts, and demonstrate how clear priorities and work plans, coupled with candor and compassion can build a powerful team culture.</p>	<p><b>Aug 5: Delegating and Directing</b></p> <p>High Impact leaders need to understand the difference between directing and delegating, and how and when to use both. In this class we will introduce and utilize discussion planners that will make every direction and delegation more effective.</p>	<p><b>Sep 2: Accountability Based Coaching</b></p> <p>Coaching is a key skill that high-impact leaders use to build commitment, confidence and accountability. In this class, we learn and practice the GROW model, with an emphasis on the power of appreciation and recognition.</p>
<p><b>Oct 7: High-Stakes Conversations</b></p> <p>One of a leaders' least favorite activities is always having a high-stakes conversation regarding performance. In this class, we learn a step-by-step process that will become your go-to for every difficult interaction.</p>	<p><b>Nov 4: Leading Change</b></p> <p>Change is constant. Leaders must be proactive and inspiring, and must engage their teams in laying out plans that measure change all along the way. We introduce an 8-step model that will be your guide through the most challenging changes.</p>	<p><b>Dec 2: Closing Ceremony</b></p> <p>In this year-end meeting, we review key concepts, celebrate the successes and changes our participants have made, and prepare our leaders to <i>continue</i> their development journey.</p>

