

SERVICE OFFERINGS



DIVERSITY IN TEAMS

PRESENTATION

In our Diversity in Teams presentation, we analyze diversity and how a diverse team is a higher performing team. We provide you concepts and practices useful for all levels by providing insights into how diversity of thought can be leveraged to achieve greater outcomes.

OBJECTIVES

- What is diversity and why does it matter when building high-performing teams?
- Demographic Diversity vs Cognitive Diversity: What are they and how build the best team using them.
- Discuss 'good' and 'bad' outcomes of cognitive diversity and how to foster diversity on your teams.
- Strategies to recruit for and attract diversity.

SCIENCE OF TEAMS

PRESENTATION

This presentation contextualizes the scientifically derived data behind why team size and a compelling purpose matter. We leverage contemporary findings around teaming and how to best apply those principles within your team.

OBJECTIVES

- Deliver the "Team Effectiveness Model", outlining the following principles: Effective Process, Supportive Context, Expert Coaching, Compelling Direction, Good Design
- Outline 3 criteria for effective teaming: i) team output ii) ability to adapt, and iii) team member satisfaction.
- Provide application models, including a "Team Launch Checklist" to set conditions and follow through on the covered concepts.

MULTIGENERATIONAL TEAMS

PRESENTATION

This presentation focuses on peeling back societal stereotypes about each generation. We work to help participants understand how communication, expectation management, and motivation can be used as tools to facilitate expert teaming across generations.

OBJECTIVES

- Dissect how generational stereotypes manifest in the workplace.
- Discuss the “Stages of Group Development” and how they apply to workplace behaviors.
- Apply concepts to your performance action plan to facilitate more productive workplace interactions and performances.

HIGH-PERFORMING TEAMS

PRESENTATION

This presentation uses lessons-learned from US military operations and academic research to illustrate how teams succeed in high-pressure situations.

OBJECTIVES

- How to reach success using all members of team, rather than pinning everything to a single individual.
- Develops competency in problem identification through specific definition and solution filtering.

VALUES IN LEADERSHIP

PRESENTATION

From an Army Ranger and multiple combat deployments to a low point, a personal story on finding values and the impact on leadership.

OBJECTIVES

- The Journey to personal values.
- Using your values to make and impact in leading your organization.
- Your True North.
- Finding your values and the impact of personal values on leadership.

ADDRESSING PERFORMANCE ISSUES – THAT WORKS!

PRESENTATION

Addressing employee performance is a daily activity and, in this presentation, we focus on key factors to ensure success – coach to win!

OBJECTIVES

- Top reasons people fail to perform
- Utilizing the plan of action for addressing employee performance
- Establishing the coaching criteria

PERFORMANCE MANAGEMENT TRAINING

INSTALLATION

Selected participants will partake in an installation of the Performance Management Series. Our program covers best practices for providing our teams with performance coaching, positive reinforcement, and development. We provide structured and proven processes to guide managers through critical tasks. The delivery of the content includes in-class or virtual instruction and scenario-based, role-play to get real-time feedback from an LDR Leadership qualified instructor.

OBJECTIVES

Day 1: Proactive Performance Coaching (PPC)

- Develops supervisory skills focused on clearly identifying performance problems and in addition covers positive reinforcement and employee development.

Day 2: PPC Role-play and Problem Identification and Decision Making

- Participants practice the tools taught during day one of the training through role play and begin the first part of problem identification and decision making.

Day 3: Problem Identification and Decision-Making

- Develops competency in problem identification through specific definition and solution filtering

FLORIDA REFERENCES

TRI-COUNTY ELECTRIC

- With our program approximately 9 years
- Julius Hackett, CEO
- jhackett@tcec.coop
- 850-973-8020

FLORIDA KEYS ELECTRIC COOPERATIVE

- With our program approximately 10/11 years
- Scott Newberry, CEO
- scott.Newberry@fkec.com
- 305-852-2431

Nicole Mckeen was the Director of HR before moving to Northern Florida earlier this year. Her cell is 305-733-7901

KEYS ENERGY SERVICES

- With our program approximately 7 years
- Heather Arencibia, Human Resources Supervisor
- Heather.Arencibia@keysenergy.com
- 305-295-1068
- Donnie Yarbrough, Learning and Development Coordinator
- Donnie.yarbrough@keysenergy.com
- 305-295-1066

LDR Leadership is proud to be Platinum Members of NRECA. We provide training for annual conference and board directors. Please reach out to Pat Mangan, Val Parks or Mary Ackelson.