



IVY TECH
COMMUNITY COLLEGE

Talent and Professional Development

MENU OF WHAT WE OFFER



Team  IVY

WORKSHOP DETAILS

Appreciating Differences: Implicit Biases, Perceptions, and Microaggressions

Effective community college leaders seek to understand and validate the experiences and feelings of other people and create a culture of inclusion and belonging. This workshop will prompt you to broaden your perspective by engaging in dialogue with others. You will uncover and reflect upon your implicit biases, misperceptions, and the diversity of people within your inner circle. You'll also develop an awareness of how microaggressions manifest and how to counteract them. In this workshop you will create an action plan to improve inclusion internally, interpersonally, and institutionally.

Building Internal Partnerships and Breaking Down Silos

An effective leader develops and maintains responsive, cooperative, mutually beneficial, and ethical relationships that nurture diversity, promote the success of all students and sustain the College's mission. This workshop will provide an introduction to strategies that will help you build internal partnerships and break down silos by building a unified vision, establishing trust, and creating cross functional teams.

Create and Sustain and Empowering and Engaging Culture



The culture of an organization, department, or team is powerful. It can give employees focus, drive high performance, and empower employees to deliver exceptional work that aligns with a shared purpose. Without a defined or clear culture, employees' actions will not always support the ideal culture, which can result in a work environment that is chaotic and disengaging. As a leader, you have the ability to affect change and impact culture in a positive way. During this workshop, you will have the opportunity to learn how leaders from all different leadership levels across the College create engaging and empowering cultures. You will also develop strategies to align your day-to-day practices to positively impact your culture.



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Creating a High Performing Team Using Performance Management Skills

By using ongoing performance management skills you can keep your high performers engaged, encourage growth and development, and quickly step in to correct performance problems to help your team members maximize their potential. In this workshop you will learn strategies to address the individual performance needs of each of your team members. Develop skills in providing timely and well-received feedback, monitoring performance, and utilizing rewards and recognition to promote high performance.

Creating an Engaging Workplace: Debriefing Your Gallup Survey Results

One of the key drivers of improved employee engagement is action planning based on survey results. The Talent Development team will walk through how Gallup defines, measures and drives engagement. And then spend time walking the team through the creation of an action plan based on their survey results.





"People have one thing in common: they are all different."

Robert Zend



Crucial Conversations

Improve your skills and confidence in crucial conversations that you might otherwise avoid because of the anticipated emotions or differences in opinion. Learn to handle emotionally charged conversations by creating a safe environment, establishing open dialogue, skillfully listening, and overcoming fear. Practice crucial conversations using the provided model and strategies.

Defining and Living by Your Personal Value and Guiding Beliefs

"People have one thing in common: they are all different," says writer and poet Robert Zend. Your personal values and guiding beliefs represent your unique perspective on life that prioritizes and guides your actions. Find your purpose, ease decision-making, increase your confidence, and improve your ability to navigate through difficult situations, by reflecting upon and clarifying your personal values and beliefs. This workshop will guide you through activities to improve your self-awareness, define your values and beliefs, and create a plan for how you can apply and leverage those for maximum effectiveness as a leader.

Developing Talent Using Coaching Skills

Great managers have teams with less turnover, greater employee satisfaction, and high productivity/performance. So what does it take to be a great manager? Among other skills, great managers have the ability to coach employees and develop talent. This workshop will provide you with a framework, strategies, tools, and practice to improve your coaching skills. You'll also learn to utilize succession planning tools to analyze talent and strategically plan to meet the College's future needs, while developing internal talent.

Developing Your Personal Brand and Building Your Network

Your personal brand is a combination of your skills, strengths, passions, values, and experiences that make you who you are. As you build relationships through a strong network, you are able to communicate that brand to others. In this workshop, you will recognize the importance of building your personal brand, create and utilize a personal value proposition, and identify the benefits of online branding. You will also analyze your network to identify areas of strength and opportunity, create and utilize a brief elevator pitch, and identify strategies to build your network and communicate your brand here at Ivy Tech.

Enhancing Team Innovation

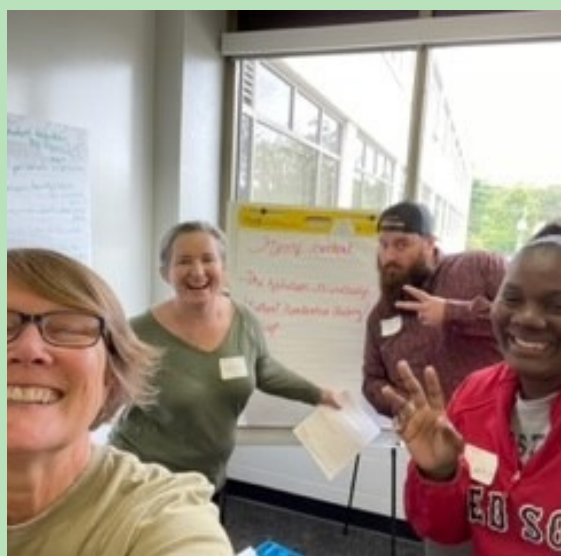
Innovation is the key to any organization's success. It sets you apart from the competition and feeds the pipeline for future growth. In this workshop you will learn how to incorporate innovation and creativity into your workplace and identify some psychological tricks and best practices to help high-performing teams reach their innovative potential. You will also discover how to create a space for innovation to thrive, nurture new ideas, learn from challenges, and build room for experimentation and play.

Leading Change Across the Organization

In this workshop learn the skills and practical behaviors to become a change leader. Understand and appreciate how different people experience change and strategies to help them proceed through the change process. Content areas include: leadership behaviors to help people embrace change, techniques to overcome resistance to change, storytelling to drive change, and the value of role modeling.

Managing Competing Priorities: Improving Your Time Management Skills

Leaders often find that the demands upon their time are difficult to manage and can be ever increasing. This workshop will provide you with strategies to manage competing priorities and an opportunity to practice these strategies. You will learn tips to prioritize issues and allocate time accordingly, recognize patterns and trends, identify key players to loop in, determine what to delegate and to whom and create an approach for long-term success.



"What will happen when we think about what is right with people rather than fixating on what is wrong with them?"

Don Clifton



Moving Your Ideas and Initiatives Forward

Oftentimes it takes more than just a great idea to move an initiative forward. Creating excitement and enthusiasm around your proposal is essential, but this can be difficult, especially if you're looking to roll it out across the state-wide system. In this workshop you will reflect upon your style and skill-level for navigating organizational politics and will begin to apply 5 effective strategies for organizational savvy. In this workshop you'll also work to influence by creating a compelling message customized to your audience.

Name, Claim, and Aim: Understanding Your CliftonStrengths

"What will happen when we think about what is right with people rather than fixating on what is wrong with them?" This question, posed by Gallup psychologist Don Clifton, sparked over 40 years of research based on human strengths and led to the creation of the CliftonStrengths assessment. In this workshop, you will take a deeper dive into your strengths and go beyond just being able to name your talents. You'll be given an opportunity to explore how your top strengths allow you to be successful in your role, and then how to intentionally aim those strengths by putting them into action. Prior completion of the CliftonStrengths assessment is required for this workshop.

Project Management Skills

Most project managers don't know they are project managers and don't carry the title or other trappings that would tell them they are project managers. Have you created or launched a new product, service, or initiative with many variables? Congratulations, you've served as a project manager. This workshop will provide an introduction to the project management lifecycle. You'll learn the value of creating a well-thought out charter, scope management, and how to use a work breakdown structure and activity network diagram to sequence your work and develop a project plan.

Setting the Stage for Effective Team Dynamics

Babe Ruth wisely stated that "The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime." In this workshop, you will develop a familiarity with the stages of team development and will learn to troubleshoot team dynamics by identifying the issue, root cause, and methods of prevention. You will also analyze challenges you're experiencing with your team and create an action plan to improve team functioning.

Skills for Interviewing Internally at Ivy Tech

Without mastering interviewing skills, advancing in your career can be extremely difficult even for the most skilled leader. Interviewing for an internal position can be especially tricky. This workshop will provide you with strategies, tools, and practice to successfully interview for Ivy Tech positions.

Well-being in the Workplace

When we're focused on high performance and achieving professional goals in our career, it can be easy to brush aside the lack of our personal wellbeing. But your wellbeing matters. In the workshop we will share practical techniques for managing common obstacles to a healthier sense of wellbeing. We will identify what causes these obstacles and how to reduce the effects, how to avoid burnout, how to increase happiness and gratitude to battle negative thoughts, and more. Upon completing this workshop, we hope you'll be ready to take steps toward fulfilling your sense of personal wellbeing and feeling healthier at work.



Our team also offers:

- Team Retreats/Team Engagement
- Facilitation
- Customized and configurable sessions

