

# ***SOBO Associates LLC***

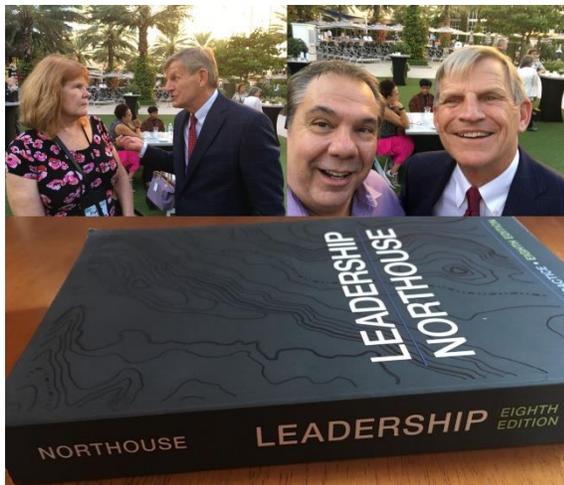
## **Organizational Training**



“Be growing or get going”, is the new employee mindset. This job market is hot and getting hotter. It is going to take more than 2% pay increases and casual Fridays with pizza to keep your best onboard. You’ll have to be creative with job enrichment strategies. Training programs will help keep employees interested. Most companies are in a position where resources, mainly staff members, have been stretched beyond their limits. Finding the time for staff to disconnect from day to day work is difficult, but just think how difficult this will be to replace key staff members. Bringing training programs to your staff facilitates better communication throughout your organization. The new knowledge gained adds capacity to your organization while it provides a valuable job enrichment opportunity.

All our training sessions can be delivered in 4, 6, 9, 12 and 24 hour formats tailored to your organizational needs and scheduled to your preferences. Shorter formats give participants a concise overview of critical concepts and clear understanding of the basic concepts. Longer formats giving progressively deeper understanding by adding additional analysis which may include group exercises, case studies and supplemental reading materials.

### **Leadership Theory and Practice**



Review of up to 8 different leadership theories with emphasis on “Situational Leadership” where participants learn various leadership behaviors and based on the needs of followers, effectively deliver the appropriate style for maximum results. The basis for instruction is a book by Peter Northouse (pictured left), *Leadership: Theory and Practice*. Case studies include the 1980 US Olympic Hockey team “Miracle on Ice”, the Apollo 13 mission, the battle of “Little Round Top” at Gettysburg and situations shared from the student’s experiences. Offered in 4 to 24-hour formats tailored to your organizational needs and scheduled to your preferences. For executives, managers and supervisors.

## **Effective Communications**



Important aspects of good communication are examined such as Dialog vs Debate with dialog being the process that seeks to understand the point of view of others and only then can the process of debate start which seeks agreement between opposing views. A breakout exercise is done in pairs to practice skills learned. The power of perspective, understanding that all of us have perceptions and bias based on personal experiences and variables in departmental functions and goals. A group exercise is done using the “life boat” as a catalyst for discussion and learning.

Agreement by Consensus – understanding that importance reaching consensus and that achieving consensus means that all have reached a decision which everyone can live with sometimes and fully support, but not all will see as perfect or ideal. Offered in 4 to 24-hour formats tailored to your organizational needs and scheduled to your preferences. Perfect for all staff members.

## **Team Dynamics and Team Player Styles**



Understanding what defines a team, a team is a group, but a group is not always a team. The different types of teams as defined by their mission and purpose. A priority will be to gain the ability to identify and understand team participation styles using the Parker Team Player Profile instrument. Are you a contributor, challenger, collaborator or communicator? Students will learn their own team player style and learn how to recognize and understand the team player styles of others in order function effectively in a team setting.

Case studies include the 1980 US Olympic Hockey team “Miracle on Ice”, the Apollo 13 mission, and situations shared from the student’s experiences. Peter Sege’s theory of “Team Learning” we also be used as a catalyst for discussion and learning. Offered in 4 to 24-hour formats tailored to your organizational needs and scheduled to your preferences. Perfect for all staff members,

*Headquartered in Richmond, Virginia. Serving Organizations Everywhere.*

[www.soboassociatesllc.com](http://www.soboassociatesllc.com)

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