

# COFFEE & CONNECTION at the RANCH for LEADERS of LEADERS

The challenge of sealing your leadership is real,  
The solution is here!

LANTERN LIGHTER RANCH LLC  
66543 Waymor rd Quaker City, Ohio  
Less than 10 min. off the Fairview  
exit

“The way the team plays as a whole determines it’s 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.”

~Babe Ruth

Discover how to foster a culture of leadership-driven high-level change and prepare your organization for growth.

Be equipped with influence needed to multiply your impact.

Elevate your influence.

Secure your seat in the Leader of Leaders power-packed program today by calling 740-260-6425

\*\* 15 seats per week available

## APPETIZER- BONUS

3 sessions- 1/2, 1/9 & 1/16

Fostering a positive culture

~ skill & role-based topics

~ aligning strengths with tasks

Session 1 ( JAN.2)

Skill development- process and collaborate- improving communication

Session 2 (JAN.9)

PROCESS IMPROVEMENT handling conflict and culture.

Session 3 (JAN.16)

PROCESS IMPROVEMENT CONT.

## SERIES # 1

5 sessions= 1/23-2/20

Employee well-being

Not only about achieving results but also about taking care of the teams well-being.

~Communication is a core skill~

Maintain a healthy team dynamic and achieve success together.

Session 1 ( JAN.23)

Healthy work life balance

Session 2 ( JAN.30)

Work place culture that prioritizes mental health

Session 3 (FEB.6)

Helping employees cope with stress and burnout

Session 4 (FEB.13)

Support employees physical health

Session 5 (Series 1)

(FEB.20)

Ensure employees feel valued and supported both personally and professionally

**SERIES # 2**

5 sessions- 2/27, 3/6, 3/13, 3/20, 3/27

Employee experience

Interactions an employee with your company build a positive work environment, foster growth, development and job satisfaction by helping your leaders understand the employee experience.

Improve job satisfaction, increase productivity and reduce turnover by encouraging your leaders to understand and improve employee experience. **PRIORITIZE EMPLOYEE EXPERIENCE.**

Attract and keep the right talent.

Session 1 ( FEB.27)

Engagement and motivation through positive employee experiences

Session 2 (MAR.6)

Gather feedback to improve experience

Session 3 (MAR.13)

Promote a sense of belonging and community

Session 4 (MAR.20)

Develop personally to advance their careers

Session 5 (MAR.27)

Recognition and celebration for employee's accomplishments

**SERIES # 3**

5 sessions- 4/3, 4/10, 4/17, 4/24, 5/1

Mentoring & coaching

Improve employee performance with these strong tools. Identify areas for improvement, provide guidance and support so the team reaches their full potential.

Session 1 (APR. 3)

Benefits of mentoring

Session 2 ( APR.10)

Identify the need for a mentoring relationship

Session 3 (APR.17)

Skills and qualities of an effective mentor

Session 4 (APR.24)

Building a successful mentoring relationship

Session 5 (MAY 1)

Support your mentee to reach their goals

**SERIES # 4**

5 Sessions- 5/8, 5/15, 5/22, 5/29, 6/5

Innovation

Stay ahead of the competition, adapt to change and create new opportunities for growth. Support your leaders to thrive.

Session 1 (MAY 8)

Foster a culture of innovation

Session 2 (MAY 15)

Strategies for new ideas

Session 3 (MAY 22)

Overcome resistance and encourage experimentation

Session 4 (MAY 29)

Balance motivation with a need for stability

Session 5 (JUNE 5)

Common pitfalls to avoid when pursuing innovation

## **SERIES #5**

5 sessions- 6/12, 6/19, 6/26, 7/3,7/10

Embracing Differences & Building Belonging

Create a workplace where all employees feel respected, supported, and free to bring their unique ideas and personalities. Foster a culture where differences of thought and perspective strengthen the whole community.

Session 1 (JUNE 12)

Celebrating differences in ideas, personalities, and opinions

Session 2 (JUNE 19)

Practical strategies for building a culture of respect and collaboration

Session 3 (JUNE 26)

Ensuring every voice is heard and valued

Session 4 (JULY 3)

Recognizing and addressing obstacles that hinder teamwork

Session 5 (JULY 10)

Taking responsibility for creating a supportive, fair workplace

## **SERIES #6**

5 sessions- 7/17, 7/24, 7/31, 8/7, 8/14

Maintain consistency in performance, engagement and collaboration. Communication and trust building

Session 1 (JULY 17)

Unique challenges of leading virtual team members

Session 2 (JULY 24)

Building trust and rapport with remote team members

Session 3 (JULY 31)

Remote team members feeling connected to culture and values

Session 4 (AUG. 7)

Technology and tools in effective virtual leadership- choosing and implementing them

Session 5 (AUG.14)

Measuring the effectiveness of virtual leadership

## **SERIES # 7**

5 sessions- 8/21, 8/28, 9/4, 9/11, 9/18

Problem solving

Are your leaders ready to overcome challenges, help their team adapt to change and find new opportunities for team growth? Practical problem solving skills can help them lead their team towards success.

Session 1 (AUG.21)

Approach to problem solving

Session 2 (AUG.28)

Common barriers to problem solving and how to overcome them

Session 3 (SEPT.4)

Create a culture of problem solving

Session 4 (SEPT.11)

Strategies for generating creative solutions to complex problems

Session 5 (SEPT.18)

Measuring the results of problem solving efforts

## **SERIES # 8**

5 sessions- 9/25, 10/2, 10/9, 10/16, 10/23

Project planning and delegation

Being able to plan and manage projects and also effectively delegate task to their team  
~ these are MUST HAVE skills for leadership. Help leaders break down complex task into smaller more manageable ones while assigning specific task to most relevant team members (recognizing individual strengths). Skills that help leaders ensure goals and objectives are met and the team stays on track.

Session 1 (SEPT.25)

Approach to project planning

Session 2 (OCT.2)

Ensuring projects are aligned with organizations goals and priorities

Session 3 (OCT.9)

Delegating task and responsibilities along with accountability and ownership

Session 4 (OCT.16)

Measuring the success of project planning and delegation

Session 5 (OCT.23)

## Common pitfalls of project planning and delegation

### **SERIES #9**

5 Sessions- 10/20, 11/6, 11/13, 11/20, 11/27

#### Conflict resolution

Skill your leaders in conflict resolution to help create the right kind of environment where open and honest communication allows teams to solve disputes, build team bonds and improve how team members dynamics even through conflict.

Session 1 (OCT.20)

Approach to conflict resolution

Session 2 (NOV.6)

Common sources of workplace conflict and addressing them

Session 3 (NOV.13)

Strategies for resolving conflicts in a constructive and collaborative manner

Session 4 (NOV.20)

Create a culture of open communication and mutual respect to prevent conflict from happening

Session 5 (NOV.27)

Measure success or conflict resolution efforts

## **SERIES #10**

3 Sessions- 12/4, 12/11, 12/18

Inspiring and influencing you team

Leaders who can live by example inspire and influence their team. Creating a brighter team culture and motivating employees to grow. Lead authentically rather than through authority alone. These qualities can help build a sense of unity and collaboration and an environment that encourages employees to work harder and strive for excellence.

Session 1 (DEC.4)

Your leadership style

Session 2 (DEC.11)

Motivating and engaging employees

Session 3 (DEC.18)

Create a compelling vision and communicating this vision effectively to the team

\*\*\* EXTRA TOPICS

What are common challenges of inspiring and influencing a team?

How can leaders overcome them?

Classes are Fridays

TIME: 12-1:30

Reservation is required

You can sign up for individual classes or a full series.

The program schedule is packed full each week so plan to arrive 10 min. early to get you beverage, dessert and prepare you thoughts. The program will begin on time. I always like to get conversation juices flowing and minds unlocked so we begin with a little warm up and move into a short round table discussion. Moving on to equine safety, simple horsemanship and onto a pre-designed objective challenge. Our time will conclude with a debrief/reflection.

Class cost \$85 per class or \$400 per series

- Jan. classes \$70 per class or \$200 for the series
- Dec. classes \$85 per class or \$240 for the series

CALL TINA AT 740-260-6425 to reserve your seat.

Plan to dress for the weather, all class work will be inside- working with the horses will be outside.

Excepted forms of payment: CASH only the day of, CASH or CHECK within 2 weeks of the class.

Once weather warms up, shoes the completely cover your feet are required for your safety. ( NO CROCKS, FLIP FLOPS or SANDALS).

Doing something differently can be uncomfortable at first, a lot of great things are formed when you decide to change it up. Doing what you've always done and expecting different results? How's that working for you? Be the change that you want to see, try leadership differently.