

Leadership Development Series

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Our Leadership Development Series offers a structured, progressive approach to cultivating leadership capability across every level of an organization. Each series is thoughtfully designed to align with your strategic goals, team composition, and culture – whether for emerging leaders, managers, or senior executives. Our programs can be delivered onsite or virtually, and are fully modularized to allow flexibility in format, length, and topic selection.

Every Leadership Development Series blends foundational concepts with advanced practices, helping participants build the mindset, knowledge, and skills necessary to lead themselves and others effectively. Sessions are engaging, practical, and immediately applicable – combining discussion, assessments, and experiential learning to ensure knowledge transfers to the workplace.

Participants gain the ability to:

- Build emotional resilience and adapt to a variety of leadership challenges
- Strengthen communication and feedback skills to create clarity and trust
- Resolve conflict with professionalism and empathy
- Coach, mentor, and develop others to maximize potential
- Lead through change while maintaining engagement and alignment
- Foster high-performing teams grounded in accountability and shared purpose

Each series can be customized to reflect your organization's needs and may include workshops such as:

- Marathon Leadership (Foundations of Leadership) or Performance Management
- The Emotionally Intelligent Leader
- Communication Skills for Professionals
- Building High-Performance Teams
- Conflict Resolution / Navigating Difficult Conversations
- Coaching and Mentoring
- Leading Change

These topics tend to be among our most popular and impactful leadership development workshops, chosen frequently by organizations seeking well-rounded, skill-based growth for their teams.

We typically recommend a specific order for these sessions so that each course builds upon the last – creating a natural progression of learning that strengthens understanding, retention, and applied performance. This intentional sequencing helps participants connect concepts from one workshop to the next, reinforcing a cohesive and lasting leadership journey.

To support long-term growth, programs can also include:

- Assessments
- Inter-session virtual meetings
- Individual coaching sessions

These further reinforce learning and application beyond the classroom.

Whether you're developing new leaders, strengthening management teams, or preparing executives for next-level leadership, the Leadership Development Series provides a cohesive, customized learning journey designed to create lasting impact.

Descriptions of Available Topics

Balancing Priorities: How to Successfully Manage Tasks, Deadlines, and Expectations

This course will enable participants to properly prioritize their obligations, allowing them to improve performance and productivity. As a result, they will also achieve a better work/life balance, minimize the stress related to managing their tasks efficiently, and, ultimately, improve working relationships.

Building Accountability

Personal accountability – from the CEO to frontline employees – is a must for any organization to be successful. However, it remains an elusive characteristic for most individuals and organizations, given the ever-increasing pressure to succeed with fewer resources. Consequently, stress, burnout, lack of commitment, and turnover increase, while individual and organizational productivity decrease. To address this accountability challenge, this highly interactive course is designed to give individuals at all levels the skills, tools, and strategies they need to strengthen their commitment to accountability. Includes an optional assessment.

Building High-Performance Teams

Based on three well-known approaches to team building (Patrick Lencioni's *The Five Dysfunctions of Teams*, Carl Larson and Frank LaFasto's *Teamwork: What Can Go Wrong – What Must Go Right*, and Jon Katzenbach and Douglas Smith's *The Wisdom of Teams*), this highly interactive session provides practical team-building skills that can be applied immediately. Includes an optional assessment.

Building Resilience in Yourself and Others

This course focuses on building hardy, more resilient individuals and teams in organizations. Grounded in over 30 years of research, this highly interactive session teaches participants how to apply proven tips, tools, and techniques to increase the “Three Cs of Resilience” in themselves and others, and improve their ability to cope with stressful and unexpected situations – in both the workplace and their personal lives.

Coaching for Improved Performance

Successful managers understand that outstanding employee performance is driven by effective coaching that accomplishes three things: 1) recognizing and reinforcing positive employee performance, 2) diagnosing and addressing employees’ developmental needs, and 3) encouraging and empowering employees to drive their own performance improvement. To that end, this course helps participants improve their coaching skills by helping participants understand the differences between coaching and mentoring and introducing participants to the five-step coaching process for performance improvement. Includes an optional assessment.

Communication Skills for Professionals

This engaging session helps participants become better workplace communicators. Its highly interactive format is designed to build critical communication skills such as empathy, listening, and effective expression through immediate content application. Includes an optional assessment.

Conflict Resolution / Navigating Difficult Conversations

This combination course teaches participants how to identify the underlying sources of conflict, and practical conflict resolution skills that can be applied immediately. It includes lessons on navigating difficult conversations, which is a crucial component of managing conflict. Participants will be able to understand the nature of difficult conversations and what it takes to handle them; apply best practices for preparing, initiating, and delivering the conversation; and discover how to generate solutions and bring the conversation to a close. Includes an optional assessment.

Critical Thinking and Decision Making

Although most leaders recognize the importance of critical thinking, decision-making, and problem-solving, few have been formally trained in these skills. To that end, this highly interactive course teaches leaders effective decision-making and problem-solving techniques from a systems perspective and provides the skills, tools, and strategies for thinking critically in the workplace. Includes an optional assessment.

The Emotionally Intelligent Leader

Most people agree that you have to be smart to be successful. However, research strongly indicates that traditional intelligence – as measured by IQ – is not enough. In fact, one's success often is determined by his or her ability to engage and demonstrate emotionally intelligent (EI) behaviors. To that end, this course is designed to help participants build this critical skill through a highly interactive format that allows for immediate content application. Includes an optional assessment.

Everything DiSC® Workplace

Everything DiSC Workplace® is a classroom training and personalized learning experience that can benefit every person in an organization – regardless of title or position, department, or function – in building more productive and effective relationships at work. It teaches participants to understand themselves and others, while learning to appreciate the different priorities, preferences, and values each individual brings to the workplace. With personalized insights and actionable strategies, participants learn how to adapt to the style of others, ultimately improving engagement, collaboration, and the overall quality of the workplace. Includes a required assessment.

Everything DiSC Work of Leaders®

The Everything DiSC Work of Leaders® training combines the power of DiSC® with over three decades of research on leadership. The detailed personal profile will help leaders better craft a Vision through exploration, boldness, and testing assumptions; build Alignment through clarity, dialogue, and inspiration; and execute their strategy through momentum, structure, and feedback. By attending this powerful and highly interactive session, participants will gain insights into how they lead others by raising their awareness about who they are as leaders. Includes a required assessment.

Increasing Your Personal Influence

For individuals to effectively lead up, down, and across their organizations, they must understand and apply effective influence techniques – including how to best develop and leverage their individual power bases. To that end, this course helps individuals increase their personal influence in ethical, responsible ways.

Leading Across Generations

In this course, participants are introduced to the five generations that constitute the American workforce (Veteran, Baby Boomer, Generation X, Millennial, and Gen Z) – including each generation's strengths and weaknesses as employees. Participants then use case studies and group exercises to more effectively lead workers from each of the generations.

Leading Change

Most change-management experts agree that traditional, executive-led change initiatives are not as effective as those led and implemented by the individuals most affected by the proposed changes. To that end, this program is designed to help supervisors, managers, and directors implement workplace change more effectively. Created in a highly interactive format, the session gives participants the opportunity to learn, practice, and apply effective communication and employee-engagement techniques and strategies to generate support for – and improve implementation of – change initiatives. Includes an optional assessment.

Marathon Leadership®

This session will focus on topics such as performance management, leadership vs. management, the skills necessary for success at different levels of the organization, how one's leadership style affects leadership behaviors, understanding when - and when NOT - to delegate, and how leaders need to adapt their style to fit their reports' performance needs. Includes an optional assessment.

Motivating, Appreciating, and Engaging Employees

This half-day course is based on Gary Chapman & Paul White's The 5 Languages of Appreciation in the Workplace. Designed for both formal managers and individual contributors, this highly interactive and entertaining session will help participants recognize and demonstrate "The 5 Languages of Appreciation" in themselves, their peers, and their direct reports. It will also help them apply proven tips, tools, and techniques to increase motivation and appreciation in the workplace.

Performance Management

Creating a successful performance management approach involves establishing a systematic process that managers can use to support employees most effectively. This process focuses on creating clear expectations for individual performance based on the organization's goals. Managers learn how to best share performance observations, brainstorm strategies, and gain commitment on actionable ways to improve. Includes an optional assessment.

Servant-Leadership

Robert K. Greenleaf introduced "Servant-Leadership" in his seminal 1970 essay "The Servant as Leader." Both a broad leadership philosophy and specific set of leadership skills and practices, servant-leadership is based on a service-first – not a leader-first – mentality. In this highly interactive course, participants learn how to become servant-leaders themselves – as well as how to create other servant-leaders – through self-reflection, case studies, and group exercises.