


The logo features the word "Metro" in white text inside a blue rectangular box, followed by the word "LEAD" in large, bold, green capital letters.

# Metro LEAD

A Leadership, Education and Development program  
Presented by the Metro Tech Downtown Campus

A black and white photograph of two business professionals shaking hands. The person on the right is a woman with her head tilted back and a smile, looking upwards. The person on the left is partially visible, wearing a dark suit jacket. The background is bright and out of focus.

The best leaders know themselves and effortlessly  
practice the core skills of effective leadership.  
Join us to realize your potential as one of the greats.

## Why LEAD?

Research shows supervisors have the greatest single impact on employee satisfaction, engagement and performance. Even so, the importance of supervisors as leaders within organizations is frequently underestimated... or even forgotten. Supervisors are often left to "figure it out," and are seldom provided the training and development needed to reach their full potential as strong leaders. Metro LEAD can be the difference for you and your organization – with a high-quality leadership learning experience and affordable fee, it will give your business the knowledge and tools to strengthen your leadership and organizational performance.

*"Becoming a leader is synonymous with becoming yourself. It's precisely that simple, and it's also that difficult."  
– Warren Bennis*

### The LEAD experience will help you:

- Accelerate your mastery of the four essential skills of all great leaders: Developing Others, Motivating a Team, Communicating Effectively, and Driving Performance.
- Discover your personal strengths, gaps, and values as a leader and manager, and apply those to strengthen your core skills.
- Develop invaluable professional relationships with leaders in other industries.
- Build a robust and highly relevant suite of tools and resources to continue increasing your skills.

### Key program features:

- A highly interactive and application-heavy learning experience.
- Reading integrated into each learning session.
- Resources tool box.
- Professional relationship development and networking.
- Peer learning and support.

### Learning session topics:

- **It's all about Me!**

Leading starts with understanding who you are – your strengths, opportunities, values and tendencies. Knowing yourself brings clarity to what you are about and where you are headed. This sense of clarity draws people in and naturally motivates them to follow your lead. Learn about your natural interpersonal style – recognize its strengths and pitfalls – and how it can strongly influence how you get along with team members and colleagues. Understand why having a variety of styles on a team helps performance and how to interact strategically and successfully with those whose styles are different from your own.

- **Leaving the Carrot-and-Stick Behind**

Motivation historically has been about rewards and punishments, but today's workforce has dramatically different demands. Traditional motivators can actually lower performance and productivity. Learn how to effectively motivate your 21st Century team, to increase engagement, job satisfaction and performance. Acquire practical techniques to help motivate team members to function better both individually and as a group.

*"Communication is the real work of leadership." – Nitin Nohria*

- **The Art that Leads to Impact**

While important at all levels, communication is essential for effective leaders. Without it, a leader's ability to provide vision or clear direction is severely limited. Learn a simple and intuitive approach to communication, with hands-on time to practice techniques and consider the important relationship between communication and influence. Explore methods for strengthening teams and increasing organization-wide impact.

- **Unleashing your Dream Team**

Success in business requires the full engagement and contribution of all employees, and an effective leader needs to drive high levels of performance at both the individual and team levels. Learn core processes to provide your teams clear direction, support and structure so they can bring their best to work every day. Explore techniques to empower team members, facilitate collaboration and effectively manage conflict. Create a strategic approach to develop and maintain powerful team performance.

*"If everyone is moving forward together, then success takes care of itself." – Henry Ford*

- **Building a Leadership Legacy through Feedback and Delegation**

When a leader thoughtfully develops his/her team, the benefits are numerous. Employee satisfaction and engagement increases, cross-training occurs, a people-focused culture emerges and a stronger new leadership pipeline is built. Feedback and delegation is fundamental to developing others into superstars. Discover how to provide feedback that is more likely to be heard and understood to improve performance. Learn why delegation is critical to success, why it is so often a challenge, and how to more intentionally determine what and how to delegate to maximize team performance.

*"After more than 30 years in the workforce, I've changed my employee communication style as a result of Metro LEAD. I'm now more involved with staff at all levels and my influence as a leader has increased. This has been the best professional development experience of my life."*

*– Sharon Adair  
Intake Manager,  
Integrated Medical Delivery*

*"I believe in employee development, and my companies have always received great training support from Career Tech. The Metro LEAD program is helping build my next generation of leaders, those who will take us into the future. Our belief in LEAD is a testament to its value. We've committed to participate each year because it helps our employees become more strategic in the way they approach leadership and management."*

*– Stan Clark, CEO  
Stan Clark Companies*

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*“Learning to read people and what motivates them was a critical part of my growth throughout the sessions. I can now more effectively interact with my employees in order to build a better team. Discussing common issues with others in different industries also built confidence in my own abilities and strengthened new skills.”*

– Thomas Justice  
Operations Manager,  
Aveda Transportation



**Premiere Leadership Training** – Take your career to the next level. Benefit from the expertise and experience of five unique top-flight leadership instructors. Put what you learn into practice the same day. Metro LEAD is an experience, not just a class – five mini-seminars cover the leadership topics shown to be most relevant to successful business outcomes.

Metro LEAD classes are limited to 24 participants and are eligible for SHRM and HRCI credit. The course price covers all five sessions and includes assessments, workbooks, resource materials, relevant leadership books and graduation. Each class runs from 8:30 a.m. to 3:30 p.m.

**What benefits can businesses expect?** Increased management and leadership effectiveness; improved individual and team performance; greater impacts on and contributions to the organization; more strategic approaches to team leadership; and strengthened professional networks.

**Who should attend?** Managers and Directors with current supervisory responsibilities who have been in their role for a year or more. Ideal candidates are individuals who effect change and are preparing for higher levels of leadership within their organizations.

Don't miss this unique opportunity.  
Class IV starts in January 2021.



**Metro Technology Centers**  
Preparing for Life

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