



The Beyond the Rules Management Training Series (BRMTS) will consist of eight biweekly webinars beginning on Friday August 7th, 2020 and concluding on Friday November 13th, 2020. Webinars will run 75-90 minutes in length dependent upon content and have been scheduled at times that maximize participation across several time zones (see schedule below).

The webinars are designed as a series and participants will derive the most value from attending and/or viewing each webinar in sequence. Webinars will be recorded and available for viewing through December 1st, 2020, and each session will include an electronic packet of handouts and supplemental resources.

Due to space limitations, live webinars are open to state commission staff and one staff member from each program. Additional program staff and site-supervisors may view the **recorded sessions**.

REGISTRATION: Space is limited and attendees should **register in advance and no later than Wednesday, August 5 at the following link:** <http://statecommissions.org/brmts2020>. A confirmation message will be sent with the login details.

Session summaries and learning outcomes are included below. Though not explicitly stated in session descriptions, considerations and implications regarding justice, equity and inclusion will be included as necessary versus presenting a standalone diversity and inclusion session.

Beyond the Rules Management Training Series Schedule			
Session Topic	Day	Date	Time
Situational Leadership & Management	Friday	8/7/2020	<i>All Webinars will occur at the following time:</i> ✓ 9:00-10:30 AM Hawaii ✓ 11:00-12:30 PM Alaska ✓ 12:00-1:30 PM Pacific ✓ 1:00-2:30 PM Mountain ✓ 2:00-3:30 PM Central ✓ 3:00-4:30 PM Eastern
Structure, Process & Work Planning	Friday	8/21/2020	
Learning Styles & Teaching Techniques	Friday	9/4/2020	
Emotional Intelligence	Friday	9/18/2020	
Tools for Difficult Conversations	Friday	10/2/2020	
Group Development & Empowerment	Friday	10/16/2020	
Building Motivation & Engagement	Friday	10/30/2020	
Cultivating Service Ethic	Friday	11/13/2020	

Session One: Situational Leadership & Management Friday August 7th

In this session, participants will explore the Situational Leadership Model which will be used to frame and guide the training series. At the conclusion of the session participants will have the ability to:

- ✓ Describe the factors contributing to both group and individual development in the workplace.
- ✓ Characterize the four primary management styles: Directing, Coaching, Supporting, Delegating.
- ✓ Articulate the relationship between the Situational Leadership Model and a successful term of service.

Session Two: Structure, Process and Work Planning Friday August 21st

In this session, participants will be introduced to the value of structure and utilization of process in work planning and project management activities. At the conclusion of the session participants will have the ability to:

- ✓ Articulate the relationship between structure, process, management, and conflict.
- ✓ Identify the structural tools necessary to establishing strong managerial relationships and systems.
- ✓ Apply a simple process model to the development of work plans and time management tools.



Session Three: Learning Styles and Teaching Techniques Friday September 4th

In this session, participants will be introduced to basic adult and experiential learning theories as they pertain to managing the development of their service member's competency and commitment. At the conclusion of the session participants will have the ability to:

- ✓ Incorporate auditory, visual, and kinesthetic components into service member orientation and training activities.
- ✓ Utilize the experiential learning cycle to support OTJ training and development activities.
- ✓ Recognize and accommodate the needs of adult learners when managing and training service members.

Session Four: Emotional Intelligence Friday September 18th

In this session, participants will be introduced to the role of emotions in performance along with tools that can be used to transform emotional experiences in a manner that promotes growth and development. At the conclusion of the session participants will have the ability to:

- ✓ Describe the four psychological needs and their influence on emotion and behavior.
- ✓ Understand the role of personal bias and limiting beliefs in our perceived realities.
- ✓ Apply the *Stop, Challenge, Choose* transformational thinking model to management activities.

Session Five: Tools for Difficult Conversations Friday October 2nd

In this session, participants will be introduced to fundamental communication skills designed to support the successful navigation of difficult conversations and conflict. At the conclusion of the session participants will have the ability to:

- ✓ Develop and deliver effective feedback messages.
- ✓ Engage in generative dialogue using inquiry and advocacy.
- ✓ Utilize a one-on-one model for conflict resolution.

Session Six: Group Development & Empowerment Friday October 16th

In this session, participants will be introduced to tools that support group development including facilitation and decision-making strategies. At the conclusion of the session participants will have the ability to:

- ✓ Design and support effective group processing spaces.
- ✓ Utilize facilitation practices to support strong group dynamics.
- ✓ Apply decision-making in a manner that promotes growth and empowerment.

Session Seven: Motivation and Engagement Friday October 30th

In this session, participants will explore a variety of factors that influence motivation, including psychological needs, generational needs, and workplace culture. At the conclusion of the session participants will have the ability to:

- ✓ Design motivational strategies tailored to psychological needs.
- ✓ Adapt motivational strategies for a variety of generational needs.
- ✓ Assess organizational culture for pro and anti-motivational forces.

Session Eight: Cultivating Service Ethic Friday November 13th

In this session, participants will reflect upon the importance of service and be introduced to a variety of tactics designed to support service members in developing a lifelong service ethic. At the conclusion of the session participants will have the ability to:

- ✓ Identify organizational messages and practices that undermine the purpose of National Service.
- ✓ Reframe management conversations through the lens of service and civic engagement.
- ✓ Support service members in navigating compassion and cause fatigue.