

RF Elevation Sessions Calendar

Wednesdays 1:00pm-3:00pm

Leading for Legacy: March 10, 2021

Leaders will dig deep to uncover their leadership purpose that will lead them forward and unite their thoughts, behaviors, and actions. By knowing their individual purpose and reason for leading they can work to align how they lead to become a steady presence to the team. Leaders will learn:

- To identify their own purpose
- How to adapt words and actions to build confidence with team members
- How to leverage individual purpose to motivate team
- How to develop new habits and skills through the Transformation Change Model

Managing Remote Teams: March 17, 2021

Many leaders rely on proximity as a means of directing, motivating and connecting with their teams without even realizing it. Teams that are close to one another have naturally led to increased communication and collaboration by circumstance. Working in a remote world has leaders faced with some unique challenges. Leaders will learn:

- The role of a leader of remote teams
- How to reset boundaries, expectations, and purpose
- How to intentionally build trust and social connectedness
- Tips and tools for effective virtual communications

Owning Obstacles: March 24, 2021

Leadership isn't about ensuring you never enter rough waters, but rather seeing rough waters as the key to strengthening the team and sharpening their skills and yours. Leaders will learn:

- How to embrace hardships and adversity to fuel growth and innovation
- How to build GRIT in their teams
- How to move teams from victim to accountability
- To manage the change process
- To mentor teams to fail forward

Creating a culture of appreciation and recognition: March 31, 2021

When it comes to the workplace, recognition is one of the best methods for improving motivation and engagement, and yet it is one of the most under-utilized methods. Dr. Paul Marciano, a leading authority on employee engagement and retention, estimates that one minute of thoughtful recognition and appreciation has the power to generate 100 minutes of positive initiative in return. If a leader spends 5 minutes each day providing recognition for an employee, that will equal just over 8 hours of self-motivation in a week.



When leaders can tap into the team by showing recognition and appreciation, leaders build up performance, individual skills, and confidence. Leaders will learn:

- Tips and strategies on creating a culture of appreciation and recognition
- The impact of planting their feet
- To meaningfully connect behaviors with departmental/team or individual objectives
- One size does not fit all – the key to impactful appreciation

How to have fierce conversations with your team: April 7, 2021

Tough conversations are not for the faint of heart but as a leader, they cannot be avoided. When a leader is committed to the team and committed to the individuals, tough conversations should be seen as improving and supporting the future of the team. Leaders will learn:

- How to have performance conversations that work
- Becoming self-aware of verbal and non-verbal cues
- To DARE to have the fierce conversation
- How to set the stage and follow up for positive change

You've got salad in your teeth: how to provide useful, constructive feedback: April 14, 2021

If you've ever come home after a day out and looked in the mirror to notice a piece of food stuck in your teeth, your first thought is always – why did no one tell me? Giving and receiving feedback is much like telling someone they have food in their teeth. When we give feedback, we do it because we see the potential that someone has to offer and want to help remove the obstacles that are stopping them from looking great. Leaders will learn:

- How to provide effective feedback
- The STEP-UP feedback process
- To align feedback with desired performance

How to build accountability and get results: April 21, 2021

Dependability and consistency in meeting targets and objectives are instrumental in building great teams. The confidence a team gets from knowing they can accomplish the things they say they will on time is rewarding in itself. Leaders must fuel an environment of accountability, clarity, and confidence while growing capacity within team members. Leaders will learn:

- The art of delegation
- Establishing winning parameters
- Creating clarity and confidence
- Managing projects and activities
- Managing impactful communications
- Priority setting (managing urgent vs. important)



Program Design Team: Campus Training Contacts

Application Review Team: Betsy Colon-Geneseo, Mary Kraft-UB, Marla Witkowski-UB, Donna Scuto-Buffalo State, Kathleen Caggiano-Siino-CO, Nadia Digges-CO, Jenna Lehr-CO