

The Mentoring Program 2019-2020 Curriculum

Program Kick-Off [September 27, 2019 full day \(8:30am – 3:30pm\)](#)

Listening 3.0: Using this Communication Superpower to Expand Influence, Build Relationships and Solve Problems

Listening is critical for successful communication. What does it really mean to listen well? How can we exercise our “muscle” so that we notice more, understand more deeply and engage with more curiosity? In this interactive experiential session, we will introduce ways that we can:

- Distinguish listening as an partner from listening as a competitor
- Expand our tolerance for silence and exploration
- Practice multi-dimensional listening
- Explore listening as a relationship-building and problem-solving tool

Using DiSC as a Communication Resource

DiSC[®] is a personal assessment tool used to improve work productivity, teamwork, leadership, and communication. Using the data from the assessment that you will have taken, DiSC will measure your personality and behavioral style. In this workshop, you will learn how to interpret your assessment and how to identify other people’s DiSC style. Knowing DiSC styles, you will learn how to flex your style to lead to improved communications.

[October 21, 2019 10:00am – 12:00pm](#)

Emotional Intelligence: Interpersonal relations in the workplace are fundamental to productivity, communication and to organizational health. Workplace relationships can be bottom-up (managing up), top-down (managing direct reports) or lateral (peer-to-peer). After completing this section, participants will understand how Emotional Intelligence impacts working and collaborating with others, managing performance and increasing effective communication.

[November 18, 2019 10:00am – 12:00pm](#)

Collaborative Conflict – *Using Thomas-Kilmann Conflict Mode Instrument*

Organizations maximize performance when people are able to openly share their diverse opinions, ideas, and experiences, creating a wide bandwidth for solving problems, achieving goals, and improving processes. But multiple, competing points of view can create conflict, which many people instinctively avoid. This session will look at the best ways to deal with conflict and give each participant insights into his/her own preferred conflict style. It will also de-stigmatize differences and disagreements, positioning them as necessary, positive components of an inclusive, high performing culture.

December 9, 2019 10:00am – 12:00pm

Servant Leadership/Speaking Truth to Power

Two stressful areas at home and at work are having and managing difficult conversations and speaking truth to power. This session will highlight those difficulties and provide tips for doing both successfully. We will review important concepts and provide do and don'ts for success.

January 23, 2020 full day IN PERSON (Albany, NY) Chancellors SOUS/Mid-Year Check-In/Presentation Skills Intensive

****this date is subject to change based on the Chancellors schedule****

A Presentation Skills Intensive

Whether you're an experienced presenter wanting to fine-tune your skills, a beginning presenter with a bad case of nerves, or fall somewhere in between, Presentation Skills Intensive is for you!

Participants will learn and practice skills and tools for delivering polished, compelling presentations.

Through a series of highly interactive activities and individual coaching, participants will:

- Plan, develop, and deliver a brief presentation
- Receive useful peer and facilitator feedback
- Learn how to assess and engage an audience
- Develop techniques to align their verbal's, vocals and visuals with their message
- Design presentations through the principles of framing and storytelling

February 10, 2020 10:00am -12:00pm

The Inclusive Leader

At the end of our two hour together you should:

- Feel more self-aware, empowered and capable in diverse settings
- Have a greater ease with challenging topics
- Notice where some of your default responses/comfort zones are impacting your decisions and interactions
- Work your courage, curiosity, and lightness muscles to enhance your perspective on opportunities for inclusion in your workplace
- Learn a process that creates space for more inclusive choices

March 30, 2020 10:00am – 12:00pm & 1:00pm – 3:00pm

Because of the size of our group we will do this portion of public speaking in two rounds and will split the group*

Extemporaneous Speech

Adapted from the 2001 Mutual of America Public Speaking Curriculum, Proteges will prepare and deliver a 5 minute timed presentation using PowerPoint or Prezi regarding their role at RF or SUNY.

April 20, 2020 10:00am – 12:00pm

Program details to be announced

May 11, 2020 10:00am – 12:00pm

Change through effective leadership Shackleton's Way.. In 1914, Ernest Shackleton sailed from England on an expedition to Antarctica. The voyage of the Endurance and its crew is a study in effective, inclusive and emotionally intelligent leadership. In this discussion – following a viewing of “Shackleton's Antarctic Adventure” a documentary on the voyage of the Endurance – participants will discuss how Shackleton's leadership led to one of the most enduring stories of teamwork and survival. Participants will also reflect on how lessons learned from this event can be applied by leaders today.

June 15, 2020 full day – In person in Albany – 8:30am Start

Verbatim Speech

Adapted from the 2001 Mutual of America Public Speaking Curriculum, Proteges will prepare and deliver a 5-minute timed speech on any topic read verbatim from a previously delivered work. (i.e., a famous speech, graduation address, reading from a publication, movie clip from a favorite movie or be brave and write your own).