

# Genius or Genius Maker: Adapting Your Leadership Style to Boost Employee Performance

Wednesday, April 10, 2013, at the U.Va. Richmond Center, 8:30 am–3:30 pm

## Program Preview

As managers, we often get comfortable with a style of leadership that is generally effective for us—but is it always right for our employees? Are we too hands on when we should be stepping back? If we are under or over supervising, we might actually be draining the capability and intelligence from a team or individual. One of the most essential skills of an effective manager is to learn to “multiply” team intelligence and capabilities by fostering employee independence. In this workshop, we will look closely at what it takes to tap into our employees’ potential, and what we may unwittingly be doing to block employee growth and accountability.

Attending this class will help you to

- ▼ determine if you are a “multiplier” or “diminisher” and compare the effects of each approach on your employees
- ▼ identify four levels of professional development and what employees need from their managers to succeed at each level
- ▼ study four key leadership styles and practice applying them in diverse workplace scenarios
- ▼ create a plan you can use back on the job to “multiply” intelligence and enhance performance
- ▼ review and practice communication skills essential to conducting those difficult performance conversations

## About the Trainer

Sabet Stroman is an organizational consultant focusing on leadership, supervisory and employee training, coaching and development. She has worked in this field for over 25 years, and has developed and delivered management and professional seminars to a wide range of public- and private-sector clients. She was an assistant professor in the School of Continuing Studies at the University of Richmond for 19 years, and is an adjunct faculty member for U.Va.’s Center for Executive Development. Prior to forming her own company, she served as the national director of leadership development and training for Circuit City Stores, Inc., during the “Good to Great” years. Sabet has an MEd from the University of Virginia and a BA from the University of South Carolina.

## Who Should Attend

Supervisors, team leaders, managers and directors

## Program Details

### Date & Time

Wednesday, April 10, 8:30 am–3:30 pm

### Location

U.Va. Richmond Center, 804/662-7464  
2810 N. Parham Road, Suite 300, Richmond VA 23294  
<http://www.scps.virginia.edu/richmond/>

### Travel Directions

<http://www.scps.virginia.edu/maps/ridirections.htm>

### Cost

\$100, includes course materials and lunch  
Payment or PO# must accompany registration.

### Cancellations

A \$20 fee will be charged for cancellations made by April 5. Cancellations after that date and no-shows will be charged the full registration fee.

## Online Registration

Please call the Virginia Institute of Government at 804/371-0202 for your account password. Then you can register online at: <http://www.coopercenter.org/customer-portal>

**For more information, please visit  
[www.VaInstituteofGovernment.org](http://www.VaInstituteofGovernment.org)**

## Onsite Training

Let us bring the classroom to you. For details contact Billie Easton < [bee2u@virginia.edu](mailto:bee2u@virginia.edu) > 804/371-0202

## Questions?

Contact Chantel Robinson < [cer8t@virginia.edu](mailto:cer8t@virginia.edu) > or Salma Omer < [so3hb@virginia.edu](mailto:so3hb@virginia.edu) > or call 804/371-0202.

# New Class



## Registration Form

Please submit only one name per registration form

### Adapting Your Leadership Style

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at the U.Va. Richmond Center, 8:30 am–3:30 pm

Name \_\_\_\_\_

Title \_\_\_\_\_

Locality / Agency \_\_\_\_\_

Mailing Address \_\_\_\_\_

City \_\_\_\_\_

State & Zip \_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

Please indicate any special dietary or physical needs.

Make checks payable to: **Virginia Institute of Government, U.Va.**

**TOTAL \$** \_\_\_\_\_

check [  enclosed  will be mailed ]

PO # \_\_\_\_\_

credit card [  VISA  MasterCard  AMEX  DiscoverCard ]

Account # \_\_\_\_\_

Exp Date \_\_\_\_\_

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Cardholder's Name \_\_\_\_\_

Cardholder's Address \_\_\_\_\_

City / State / Zip \_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

Fax registration form to 804/371-0234 or mail to

**Virginia Institute of Government, U.Va.**

700 East Franklin Street, Suite 700

Richmond VA 23219

Attn: Chantel Robinson



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