



## IMPACTFUL LEADERSHIP IN A UNIONIZED ENVIRONMENT

### SUPERVISORY TRAINING

#### Two (2) Day Online Training Workshop Outline

##### OVERVIEW:

Supervisors are increasingly being called to step up and manage the frontline and be leadership level that engages employees closely. More and more, organizations are recognizing that the supervisory leadership is a core group for organizational success, since they have access to employees and are capable of improving productivity.

This leadership training program- **Impactful Leadership in a Unionized Environment** will explore models and concepts that provide awareness of the responsibilities of an impactful leader, managing the team, enhancing productivity and effectiveness particularly with the many challenges facing organizations today. The workshops are designed to address specific supervisory needs based on the various stages of development and requirements in the organization with a focus on leading in a unionized environment

##### TOPICS

- My Leadership Style
- Engaging the Team
- Leading the Team with Emotional Intelligence
- Managing Team Performance
- Implementing Discipline and Correcting Behaviours

##### METHODOLOGY

The workshop will use engaging exercises to explore the issues and understand the concepts primarily using workshop modules using:

- Exercises
- Situational scenarios
- Critical Questioning
- Action Learning
- Reflection exercises

Participants will be engaged in a non-threatening environment ensuring all sensory and learning considerations are applied to engage all learners.



In addition to engaging in development and learning exercises, participant will be encouraged to build solutions for action in their own environments and with key stakeholders.

### **LEARNING EVALUATION**

Participant feedback and participation will be key indicators for evaluating learner progress. Supervisors will be required to implement aspects of their training program, which will reinforce learning and evaluate progress.

### **OPTIMAL LEARNING ENVIRONMENT**

The workshops will be structured as an interactive session that will provide information and reinforce understanding. Participants will be given a workbook with relevant readings and exercises that will complement understanding and assist with the implementation of recommended strategies. Participants will have an opportunity to interact in workshops and discussions to further engagement and learning.

### **BENEFITS**

The workshop will expose participants to an enlightened understanding of the role of supervisors, and the requirements for leadership in our current realities. The style and delivery of the program will engender real solutions to the situations experienced by Supervisors in our Caribbean context and provide the tools for continued learning.

### **TARGET AUDIENCE**

Designed to offer supervisors the tools and understanding to manage effectively in today's environment and implement effective industrial relations practices.



### **JOEL-ANN COOK-WALCOT - PROFESSIONAL SUMMARY**

Joel-Ann Cook-Walcott is a seasoned Human Resource Generalist with over 28 years' experience in all aspects of human resources management and specialist skills in talent development and organization transformation. She has served at all leadership levels for over 16 years in the human resources field including Chair of the HR Committee at two (2) state boards, Head of HR and various other managerial positions. Her experience covers a wide gamut of sectors, having practiced in the banking, manufacturing and energy sectors. She has presented at regional conferences and currently lectures with the University of the West Indies as a Part-time Lecturer with the Department of Engineering.

Her passion for growing people and organizations is evident in her career choice and continues to fuel her interests and business.