



# LIFT UP Professional Development - Leading Others

LearnKey’s **LIFT UP Professional Development** series is perfect for seasoned, new, or future leaders and those individual contributors who will also lead organizations at every level.

It is a journey, first of self-discovery, then building on skills and competencies that engage and inspire people to reach their potential, and finally, applying skills that produce sustainable, high-performing teams and inclusive cultures.



## Maintaining Employee Engagement

Adapting your leadership style to the needs of employees; Understanding when to be directive and when to be supportive.



## Building Cohesive Teams

Understanding others’ drivers: Strengths, stressors, motivators, and values, to rely on their integrity, ability, and character effectively.



## Delegating Work Effectively

Entrusting responsibility and authority to others to complete a task and achieve expected outcomes, Using your team’s talents, skills, and resources optimally.



## Navigating Conflict Effectively

Your ability to navigate conflict effectively depends on your skills in establishing a positive mindset that helps you self-regulate your skills with building trusting relationships and your ability to leverage tools that optimize communication and collaboration. In this course, you will learn to effectively navigate conflict by focusing on these three areas: how to recognize conflict, how to manage conflict, and how to address conflict.



## Delivering Constructive Feedback

Feedback is the information you give employees about their past performance, delivered in the present and designed to influence future behavior. Constructive feedback is actionable and within one’s abilities to address, whereas unconstructive feedback is out of someone’s control to change. In this course, you will learn to deliver constructive feedback by following these approaches: set the stage, check yourself, and follow the process.



## Work and Managing a Virtual Workplace

Collaborating in a remote team. In today’s interconnected world, mastering the art of collaborating in remote teams is essential for success. This coursework delves into the dynamics of remote teamwork, exploring strategies to enhance communication, foster trust, and maximize productivity across distributed environments. Participants will learn practical techniques for effective virtual collaboration, leveraging digital tools and techniques to overcome geographical barriers and achieve common goals.



## Creating an Inclusive Culture

Recognizing unconscious biases; Understanding gender differences; Working cross-generationally.