Emotionally Intelligent Leadership: Relationship Matters

FALL 2014

Listening for a Change: Skills for Dialogue
— Sept 23-24

How to Design and Teach a Successful Workshop
— Oct 21

The Joy of Meetings: Recipes for Success
— Oct 23

Honoring Our Common Differences: Leadership for Inclusivity
— Nov 6

Our Minds at Work: Diversity in Perceptual Thinking Patterns™
— Nov 11-12

The Art of Conflict Transformation
— Dec 2-3

Pyle Center, 702 Langdon St, UW-Madison Campus
Emotionally Intelligent Leadership: Relationship Matters

Only through authentic relationships can we hope to create communities that sustain each of us—communities that treat every individual with respect and dignity, that welcome multiple perspectives, use conflict creatively, and elicit our best actions based on integrity. Whether or not you have a “formal” leadership role, everyone has the potential to be an emotionally intelligent leader. Learn how to make relationships matter at work, home, and in the community through these engaging programs. Note: All workshops are held at the Pyle Center, 702 Langdon St. on the UW-Madison campus, phone 608-262-1122.

Listening for a Change: Skills for Dialogue

Tues-Wed, Sept 23-24, 8:30am-4:30pm, 1.4 CEU, $295, Program #6627
Kathy Germann and Denise Jess

In a highly competitive culture, many of us have learned to listen in ways that strengthen the arguments in support of our perspective. We focus on critiquing others’ ideas and defending our point of view.

Dialogue shifts us from a mindset of persuading to one of learning. It invites us to engage with curiosity and openness, and to discover the shared meaning living among different perspectives. Slowing down, examining assumptions and listening deeply not only builds stronger, more trusting relationships, it supports us in doing our best thinking together and discovering more innovative solutions.

This workshop will help you learn to:

- Feel more grounded when having challenging conversations
- Slow down and check out assumptions before they escalate into conflict
- Move from defensiveness and judgment to more open engagement
- Excavate beyond positional statements to understand “what’s really going on”
- Ask inquiry questions that gather more useful information

“Great balance of modeling, info-giving, humor and activities. Thank you for sharing your spirit in your work.” —Valerie Walker
How to Design and Teach a Successful Workshop
Tues, Oct 21, 8:30am-4:30pm, 0.7 CEU, $150, Program #6630, Kathy Germann

Do you need to conduct a workshop but you’ve never had any formal training on doing one? Have you been doing the same workshop repeatedly and are looking for some ways to liven it up a bit? Are you tired of doing all the talking in your workshops and want to get your audience more involved?

Glean kernels of wisdom from a seasoned trainer who has taught for 30 years with over 15,000 learners ranging from doctors and tradeswomen to 5th-grade peer helpers.

You will learn:
• Methods for creating a welcoming learning environment
• How to develop outcome-based learning objectives
• The basics of experiential learning theory
• How to choose appropriate teaching methods
• The parallels between stages of group development and stages of a workshop

“Kathy makes you feel at ease and definitely creates the “community” feeling in the workshop.” — Nick Sodermann

The Joy of Meetings: Recipes for Success
Thurs, Oct 23, 8:30am-4:30pm, 0.7 CEU, $175, Program #6626
Kathy Germann and Denise Jess

Many meetings lack focus. There might be confusion about what the decision is and/or who is making it, and follow-through is lackluster. Outcome-based agendas with multi-modal processes use people’s time well, focus energy, and support group members working in more productive and creative ways before, during, and after meetings.

Effective decision-making is often a challenge for groups. This includes the tension between closure and further exploration and/or the different understandings of what consensus is and how to use it. When decision-making rules have been established, you can address that tension, explore the gradients of agreement, and facilitate true buy-in that supports lasting solutions. Transform your meetings from “food fight” to “culinary delight!”

Learn how to:
• Use group agreements to create inclusive meetings
• Design outcome-based agendas that get tasks accomplished
• Assess the pros/cons of different decision-making rules
• Learn a tool to clarify the degree of agreement
• Use meeting evaluations to maintain effective group process


“A few hours invested in this course has surely saved me countless work hours. Kathy and Denise provide concrete tools to increase meeting and group process productivity.” — Diane Treis Rusk
Honoring Our Common Differences: Leadership for Inclusivity
Thurs, Nov 6, 8:30am-4:30pm, 0.7 CEU, $150, Program #6625, Kathy Germann

Inclusivity is the practice of radical hospitality, where people of diverse social and cultural groups (e.g., gender, race, class, disability, age, LGBT, etc.)—all people—experience uncompromising respect and dignity in an atmosphere of nonjudgment and genuine acceptance. Inclusive organizations value and actively encourage multiple experiences and perspectives, creating positive, collaborative environments where people feel free to be themselves and contribute their best work.

This workshop will create a safe forum to engage in self-reflection and dialogue with others about inclusivity.

Participants will:
• Discover how your experiences and assumptions affect your actions toward inclusivity
• Explore how oppression operates on multiple levels and how you may unintentionally exclude people
• Gain insight into your privileges and how to use them with integrity to enhance inclusivity
• Assess the differences between nondiscriminatory and inclusive behaviors on personal and institutional levels

“I took Kathy’s diversity workshops to fine-tune myself as an instrument for this work. Because of the depth of her commitment and her mastery of how people change and grow, the workshops have helped me do exactly that. A lot of my work has been with Indian elders. Borrowing from their vocabulary, I would say that Kathy has ‘medicine.’”
—Rodney Horikawa
Our Minds at Work: Diversity in Perceptual Thinking Patterns™
Tues-Wed, Nov 11-12, 8:30am-4:30pm, 1.4 CEU, $295, Program #6629
Denise Jess and Kathy Germann

Have you noticed how some people find their words with great ease? Are quick to create a visual or graphic? Seem to know just what action to take next? These variations represent the differences in how our minds organize, process, and create, i.e., the diversity in our Perceptual Thinking Patterns™.

This workshop will help you build “flexibility of mind” in understanding these differences and learn how to tap into these strengths in order to engage in more innovative, dynamic, and effective ways in your workplace, family, and community.

Participants will:
• Learn the Perceptual Thinking Patterns™ Model
• Discover your own thinking pattern
• Increase understanding of others’ thinking patterns
• Develop strategies for working with these differences to enhance effective communication and nurture healthy relationships

“I am able to communicate so much more effectively with everyone. It is like suddenly being able to speak the language in a foreign country.” —Sid Sincher

The Art of Conflict Transformation
Tues-Wed, Dec 2-3, 8:30am-4:30pm, 1.4 CEU, $295, Program #6628
Kathy Germann and Denise Jess

Conflict is something most people want to avoid and yet it is a natural part of life. We’ve grown to see conflict as “bad” and learned to either give in or fight to win. When approached with integrity, curiosity, and compassion, conflict can open us to new possibilities and can deepen our relationships.

The art of conflict transformation is about engaging with curiosity that facilitates “both-and” thinking, and supports the possibility of win-win solutions. Discover how to increase your comfort with conflict and build more trust and communication in your relationships.

You will learn:
• How your history with conflict impacts your current responses
• The differences between win/lose and win/win responses
• How to check conflict-escalating assumptions
• Centering—how to focus on the present rather than the past or the future
• How to identify and express your underlying needs
• The use of inquiry to enhance your ability to listen
• How to create win-win solutions

“I highly recommend this workshop if you want to respond to conflict in ways that increase trust and communication.” —Delaine Moe
About Your Facilitators
The instructors have more than 50 years of combined experience teaching, facilitating, and consulting with human service, healthcare, governmental, educational, and business organizations. Their varied specialties include communication skills, facilitation, conflict resolution, team development, training design, diversity, and perceptual thinking patterns. They create a fun, lively learning experience that actively engages you and prepares you for immediate application of your new skills and knowledge.

Credit
Approved Hours/Continuing Education Credits
0.7 CEU = 7 hours of professional continuing education for the program.
1.4 CEU = 14 hours of professional continuing education for the program.

For information on continuing education credit for social workers, counselors, psychologists, marriage and family therapists, substance abuse counselors, educators, and other professionals, see our website: continuingstudies.wisc.edu/policies.html.

General Information
Location
The Pyle Center is located at 702 Langdon St, Madison, WI, 608-262-1122. A map and information on parking and lodging are included with registration confirmation.

Time
Registration opens at 8am. Workshops are 8:30am–4:30pm. These popular programs are limited to 25 participants to ensure hands-on, participatory learning and are sure to sell out quickly. Register today!

Cancellation Policy
Refunds (minus a $20 administration fee) are available up to three business days prior to the program. You are responsible for the entire fee if you cancel later than that. To cancel or arrange for a substitute, call 800-725-9692. Program cancellations: in the event of bad weather or other emergencies, call 608-263-4432 or visit continuingstudies.wisc.edu to learn whether a Continuing Studies program or class has been cancelled.

For Program Information
Contact Barry Orton at bmorton@wisc.edu or 608-262-2394. For information about other Continuing Studies’ programs, visit our website: continuingstudies.wisc.edu.
Registration Form

Please register me for

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Mail to: UW-Madison Continuing Studies Registrations
    Pyle Center, 702 Langdon St
    Madison, WI 53706-1487

Call: 608-262-2451 or 800-725-9692
    (Wisconsin Relay 711)

Fax: 608-265-3163 or 800-741-7416

Online: continuingstudies.wisc.edu/collections/emotionally-intelligent-leadership.html

Phone, fax or online registrations must include payments by credit card or purchase order.

If you have a disability and desire accommodations, please advise us when you register. Requests are confidential. Programs offered by UW-Madison in cooperation with UW-Extension. DCS-MAC-232-T1060-4/14