

NORTHLAND

Workforce Development Solutions

LEADERSHIP ACADEMY 2025

Northland Community & Technical College
Thief River Falls Campus





LEADERSHIP ACADEMY

Goals:

Northland's Leadership Academy will provide current and aspiring leaders with the knowledge, skills, and tools necessary to succeed in today's fast-paced and ever-changing business landscape.

Objectives:

- Identify the key traits and behaviors of effective leaders.
- Develop leadership skills through experiential learning activities.
- Gain insights from leaders and experts in the leadership field.
- Inspire and empower participants to become their best selves and make a positive impact within their organizations.

Takeaways:

By the end of the series, participants will gain valuable insights and practical tools to become more effective and impactful leaders. They will also expand their networks and form meaningful connections with individuals committed to personal and professional growth.

TARGET AUDIENCE

- Those interested in developing leadership skills.
- Mid-level employees interested in advancing their leadership skills.
- Organizations interested in developing leaders or advancing their personnel.

OUR RESEARCH

- 59% of employees believe more training improves their performance.
- 76% of millennials say professional development is essential.
- Companies with engaged employees are 17% more productive.
- Participants in leadership training increased their performance by 20%.

LEADERSHIP ACADEMY

2025 SCHEDULE

Session 1

January 9th

9:30am-1:30pm

Session 3

March 13th

9:30am-1:30pm

Session 5

May 8th

9:30am-1:30pm

Session 2

February 13th

9:30am-3:30pm

Session 4

April 10th

9:30am-1:30pm

***\$1,499/participant:**

- 5 Leadership Sessions & Lunches
- Leadership Strengths Assessment
- 2025 Leadership Toolbox
- Leadership Book List
- Certificate of Completion

\$399/session:

- 1 Leadership Session & Lunch
- Certificate of Completion

*Funds may be available to reimburse 50-90% of participant fee.

INVESTMENT & RETURN

LEADERSHIP ACADEMY

SESSION 1

JANUARY 9TH, 9:30AM-1:30PM

Introductions, Academy Overview

Leadership Skills: Personal Side of Leadership

Leadership Strengths Introduction

- Homework: Complete CliftonStrengths Assessment

Networking Lunch

SESSION OVERVIEW

How do your values affect your leadership style and what are the ways in which a leader's attitudes influence behavior? During this session, we will discuss a few techniques for working with different personality types. Self-awareness means understanding the internal aspects of your nature, such as personality traits, emotions, values, attitudes, and perceptions, and how they affect other people.

SESSION 2

FEBRUARY 13TH, 9:30AM-3:30PM

Leadership Strengths Session

- Identify your top CliftonStrengths themes and how they contribute to your leadership approach.
- Discuss how to apply your strengths to everyday challenges and opportunities.
- Build on your strengths to enhance team dynamics and organizational results.
- Explore techniques to recognize and empower the strengths of others around you.

Networking Lunch

SESSION OVERVIEW

By the end of this session, you will have a personalized strengths profile, a deeper understanding of your leadership potential, and actionable tools to enhance your effectiveness as a leader. This is a day for self-reflection, growth, and building confidence in the unique abilities that make you a powerful force in any environment. When you lead with your strengths, you inspire trust, build strong relationships, and create a positive impact wherever you go.

LEADERSHIP ACADEMY

SESSION 3

MARCH 13TH, 9:30AM-1:30PM

Managing Accountability, Culture and Engagement
Networking Lunch

SESSION OVERVIEW

In this session, we will explore the key characteristics of a healthy organizational culture and discuss actionable strategies for establishing a high-performance culture. Additionally, we will examine the concept of values-based leadership and its' critical role in shaping an organization's cultural environment.

SESSION 4

APRIL 10TH, 9:30AM-1:30PM

Leadership Communication: Tools to Develop
Networking Lunch

SESSION OVERVIEW

In this session, we will explore key tools like SCRUM, Performance Improvement Plans, and Value Stream Mapping to enhance communication and drive team improvement. These tools will help you establish clear communication, streamline workflows, and foster adaptability within your team. You'll leave with practical strategies for improving communication and managing dynamic changes for long-term success.

SESSION 5

MAY 8TH, 9:30AM-1:30PM

Creating Vision and Purpose
Networking Lunch
Academy Wrap-Up and Evaluations

SESSION OVERVIEW

In this final session, we will distinguish between an organization's vision and mission, exploring their distinct roles in guiding long-term success. We'll delve into what makes a compelling vision and how it connects the present to the future, inspiring and energizing your team.

MEET OUR PLANNING TEAM



Kirsten Michalke

Kirsten currently serves as Dean of Workforce Development at Northland Community & Technical College. She has over 20 years of experience in workforce development. Kirsten enjoys working with companies to develop and implement customized educational programs.



Howard Brockhouse

Howard currently serves as Director of Manufacturing Training at Northland Community & Technical College. He has over 30 years of experience in business development, training, and management. Howard enjoys connecting resources to organization training needs.



Colleen Falk (Presenter)

Colleen Falk is an entrepreneur, educator, and small business development consultant with over 30 years of experience. As a change agent, Colleen focuses on helping individuals and organizations succeed through effective communication and strategic planning, guiding them through challenges and ensuring successful implementation.



Alex Nordlund (Presenter)

Alex Nordlund is a wife, mother, and coach with 10+ years of experience using CliftonStrengths to enhance relationships and team dynamics. With a background in team management, higher ed, and small businesses, she specializes in helping individuals and teams build communication and authentic connections.

INTERESTED? REGISTER NOW

\$1499 FOR ALL SESSIONS, \$399 FOR ONE SESSION
REGISTRATION DEADLINE JAN. 2, 2025

Online:

Complete registration and pay with credit card online at www.northlandcollege.edu/wds

Call:

Call (218) 683-8649 with your registration and securely pay over the phone or we can invoice you.

Cancellations:

Cancellations must be received by December 27, 2024, to qualify for a refund. NCTC reserves the right to reschedule sessions in the event of inclement weather. Refunds will not be issued for any missed sessions.

Accommodations:

If special accommodations are needed, please provide this request during registration.



CONTACT US

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Workforce Development Solutions

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BUSINESS SPONSORSHIP OPPORTUNITY

FUELING LEADERSHIP: LUNCH SPONSORSHIP

Join us in making a meaningful investment in the professional development of our region by sponsoring lunch for one of our Leadership Academy sessions. Each sponsorship is \$500, with five sessions available for coverage.

By becoming a lunch sponsor, you not only support a nourishing break for our attendees but also contribute to the growth of future leaders. Your sponsorship will help participants engage, network, and recharge during these learning sessions, ensuring they get the most out of the experience.

As a sponsor, your business will be recognized at the event and across our promotional channels, providing valuable exposure to professionals and leaders within the region.

Help us make these sessions more impactful by investing in this unique opportunity to support leadership development. Together, we can build stronger, more vibrant workforce!



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