Laramie County Community College
WORKFORCE SOLUTIONS

LEADERSHIP & TEAM MANAGEMENT ACADEMY

Sharpen the Skills That Set Great Leaders Apart

6 SESSIONS	4 HOURS EACH	CERTIFICATE OF COMPLETION	À LA CARTE OR FULL SERIES

Why the Leadership & Team Management Academy

Built for leaders who already have supervisory experience and want to deepen their impact, this six-session series blends research-backed frameworks with practical tools participants apply immediately — not just theory. Sessions are offered as a complete track or à la carte to address specific needs.

WHAT YOU'LL GAIN

- ✓ Shape a healthy team culture through everyday leadership decisions
- ✓ Understand team dynamics and lead effectively at every stage of team development
- ✓ Multiply your team's capacity through confident delegation and accountability
- ✓ Lead change in a way that builds commitment instead of resistance
- ✓ Build influence that earns respect — without relying on authority alone
- ✓ Learn to develop and execute strategic plans that produce lasting results

Session Lineup

1	**Creating a Healthy Workplace Culture**	*Date: January 12, 2027 | Time: 8 a.m.-noon | Instructor: Melissa Martin | Cost: $119*
2	**Understanding Team Dynamics**	*Date: January 12, 2027 | Time: 1 p.m.-5 p.m. | Instructor: Melissa Martin | Cost: $119*
3	**Developing Employees through Delegation & Accountability**	*Date: February 10, 2027 | Time: 8 a.m.-12 p.m. | Instructor: Faculty | Cost: $119*
4	**Driving Change**	*Date: February 27, 2027 | Time: 1 p.m.-5 p.m. | Instructor: Maryellen Tast | Cost: $119*
5	**Influencing Others**	*Date: March 10, 2027 | Time: 8 a.m.-12 p.m. | Instructor: Melissa Martin | Cost: $119*
6	**Strategic Planning**	*Date: April 6, 2027 | Time: 8 a.m.-12 p.m. | Instructor: Maryellen Tast | Cost: $119*

Don't Wait. Enroll Today!

https://lccc-workforce-development.coursestorm.com/

Have questions? Call 307-778-4381 or email dkaelin@lccc.wy.edu

Laramie County Community College • School of Outreach & Workforce Development • Business & Innovation
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SESSION DETAILS

1

WORKSHOP: *Creating a Healthy Workplace Culture*

January 12, 2027

DESCRIPTION: Culture is not created by value statements — it is created by what leaders model, tolerate, and reward every day. This session examines the supervisor's outsized role in shaping team culture and gives participants a practical ethical decision-making framework for navigating real workplace dilemmas. Participants also explore unconscious bias in common leadership decisions (performance reviews, stretch assignments, informal recognition) and build an inclusive leadership practice that ensures every team member can contribute fully.

2

WORKSHOP: Understanding Team Dynamics

January 12, 2027

DESCRIPTION: Teams do not perform at their peak by accident — they are built. This session uses Tuckman's stages of team development (Forming, Storming, Norming, Performing) to help supervisors understand where their team currently is and what leadership style each stage requires. Participants also explore the research-backed drivers of employee engagement, the concept of psychological safety, and how to build team norms that reduce friction and sustain performance.

3

WORKSHOP: Developing Employees through Delegation & Accountability

February 10, 2027

DESCRIPTION: Delegation is not giving away tasks you do not want — it is one of the most powerful tools for developing people and multiplying your team's capacity. This session introduces five levels of delegation (from "do exactly as instruct" to "act independently") and helps supervisors match the right level to each employee and task. Participants build a real delegation plan and practice the delegation of conversation that sets employees up for success rather than failure.

4

WORKSHOP: Driving Change

February 27, 2027

DESCRIPTION: Supervisors are the bridge between the leadership's change agenda and a team's daily reality — and how they navigate that position determines whether change accelerates or stalls. This session uses the Change Curve to help supervisors understand the emotional arc employees experience during transition, reframe resistance as information rather than defiance, and communicate change in a way that is honest, empathetic, and actionable. Participants leave prepared to lead a specific change on their team.

5

WORKSHOP: Influencing Others

March 10, 2027

DESCRIPTION: Influence is a tool of success - being able to affect influence or win others to your way of thinking, demands respect and allows you the authority to affect outcomes. Learning how to demonstrate authenticity and integrity through your interactions with others and how to have a strong sense of self-awareness lays the groundwork for mastering the art of influence.

6

WORKSHOP: Strategic Planning

April 6, 2027

DESCRIPTION: Strategic planning is easier than you think! In this half-day workshop, you'll learn to recognize the difference between a strategic plan and other planning processes, be able to identify the situations in which a strategic plan is most useful and develop and implement strategies that will help you achieve long-term goals.
