One way to prove your company is a great place to work and support employee retention is to offer learning and growth opportunities through professional development.

Invest in training to help employees develop the skills for success in their roles. Give team members access to projects to practice new skills and team with more senior staff to help them envision a path toward advancement.

The Center for Management Development wants to help you achieve that success.

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**COST-EFFECTIVE** Training a team of people simultaneously can cost significantly less than sending employees to individual classes.

**TEAM-BUILDING** Employees trained together share common points of reference and strategies for implementing improvements.

**CUSTOMIZED** CMD instructors tailor the information to make the class relevant to your business and to target your goals.

**FLEXIBLE** You choose the dates, the times and the hours that best fit your organization and your employee’s schedules.

**EASY** CMD will coordinate the instructor, customize the materials, prepare and transport the equipment and introduce the instructor.

**QUALITY** Participants learn skills that can be used immediately with group exercises, case studies, real-life examples and videos.

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**CMD SEMINARS CALENDAR**

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For more information, go to cmd.wichita.edu

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**CONTACT Pat McLeod**

AT 316-259-5047 FOR DETAILS.

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// More Info //

CMD.WICHITA.EDU

// Register //

316-978-3118 or 1-800-992-6345

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NOVEMBER 2019
Challenges presented with every conversation.

Long-term impacts achievable from consistent conversations.

Spectrum of values realized through all conversations.

Ensure the intended messages remain true.

Effective communications are critical to the success of any team, organization or company. This course describes the art of conducting critical conversations to develop and execute a communication plan.

Mastering the Art of Critical Conversations

November 8, 2019 • 8 a.m.-3 p.m. • $299

Darian Bebout • 98%

Effective communications are critical to the success of any team, organization or company. This course describes the art of conducting critical conversations to ensure the intended messages remain true.

- Spectrum of values realized through all conversations
- Long-term impacts achievable from consistent conversations
- Challenges presented with every conversation

Understanding Human Behavior

November 13, 2019 • 8 a.m.-3 p.m. • $299

Gerald Graham, PhD • 100%

This seminar will improve your leadership and management abilities by understanding yourself and others better:

- How attitude and needs influence behavior
- How to deal with employee frustration
- How perceptions influence behavior

Business Modeling and Data Analysis: Using Data to Make Better Decisions

November 14-15, 2019 • 8 a.m.-3 p.m. • $899

Sue Abdinnour, PhD • 98%

In this class you’ll learn the practical steps to analyzing business data, which will help you optimize current operations and determine the outcomes of your decisions.

- Spreadsheet modeling
- Optimization modeling
- Decision tree modeling with specialized software

How to Delegate and Empower Your Employees

November 19, 2019 • 8 a.m.-3 p.m. • $299

Don Hackett, DBA • 98%

Delegation is considered to be the most important skill set an ambitious leader can develop. It is also considered the least developed skill of most supervisors and managers.

- Proper delegation
- Empowerment basics
- What degree to empower a direct report

Strength Based Leadership

November 20, 2019 • 8 a.m.-3 p.m. • $395

Gerald Graham, PhD • 100%

Based on the popular StrengthsFinder personality assessment, this workshop illustrates how leaders improve team performance by focusing of the strengths of themselves and their staff members.

- What personality says about your leadership
- How to maximize your leadership strengths
- How to deal with weakness

How to Best Use Your Strengths

February 12-14, 2020 • 8 a.m.-3 p.m. • $495

Gerald Graham, PhD • 98%

This seminar will improve your leadership and management abilities by understanding yourself and others better:

- How attitude and needs influence behavior
- How to deal with employee frustration
- How perceptions influence behavior

SuperVision

10 sessions • Thurs. 4:30-7:30 p.m.

Strengthen and develop the skills you need to do your job right.

Manager’s Toolbox

7 sessions • Wed. 4:30-7:30 p.m.

Shift from being an individual contributor to a manager who gets results.

Housing: Wichita State University does not discriminate in its employment practices, educational programs or activities on the basis of age (40 years or older), ancestry, color, disability, gender, gender expression, gender identity, genetic information, marital status, national origin, political affiliation, pregnancy, race, religion, sex, sexual orientation, or status as a veteran. Retaliation against an individual who is opposing or participating in a compliant process is also prohibited. Sexual misconduct, relationship violence and stalking are forms of sex discrimination and are prohibited under Title IX of the Education Amendments Act of 1972. Complaints or concerns related to alleged discrimination may be directed to the Director of Equal Opportunity, or the Title IX Coordinator, Wichita State University, 1845 Fairmount, Wichita, KS 67260, 316-978-3187.