Bismarck State College

Continuing Education, Training & Innovation has partnered with Development Dimensions International (DDI) to make its world-class leadership training available to you.

Today’s leaders are operating in an ever-changing environment and regularly face new challenges. To be successful on both a personal and organizational level, they need new skills and competencies to meet these challenges. DDI is recognized as the world leader in leadership development training programs. DDI has trained and developed 16 million leaders worldwide.

Providing training with proven effectiveness... and return on investment to the business community.

Essentials of Leadership
This foundation course teaches leaders how to get results through people. Participants gain tools to meet both practical business needs and people’s personal needs. Learners acquire a set of proven interaction skills, and discover seven leadership imperatives for meeting today’s challenges.

Coaching for Success
Skills for guiding individuals and teams towards achieving successful results are introduced during this class. Learners analyze the importance of helping people grow from successes rather than mistakes, how to balance seeking and setting, and how to conduct an effective coaching discussion.

Resolving Conflict
In this course leaders recognize signs of conflict, assess the conflict to determine their level of involvement, and serve as a catalyst to encourage those involved in the conflict to achieve resolution. Leaders learn the skills to both provide support and act as mediators.

Setting Performance Expectations
This course teaches leaders how to effectively drive performance and accountability by helping people understand what is expected of them and encouraging their continued involvement.

Delegating for Results
Learners gain skills for successfully matching people, responsibility, and authority. This allows them to maximize individual involvement, productivity, growth, and motivation.

Coaching for Improvement
This course equips leaders to help people develop performance plans, conduct effective improvement discussions, and handle the challenges they may encounter in improvement discussions.

Employee Engagement Elements
Employee engagement is the currency of the new economy and provides a competitive advantage. Engaged, committed workers of all ages work harder, stay longer, and produce better business results. Engaging employees has a positive impact on both performance and retention.

What are the common factors that motivate and engage employees regardless of their age?

- **Aligned effort** – Continuous communication on what employees should be doing on the job and how their goals connect directly to the organization’s goals.
- **Personal empowerment** – Sustain a feeling of job ownership and commitment by giving employees clear responsibility, authority to make decisions, and the tools to measure results.
- **Teamwork and collaboration** – Maintain good, productive relationships within and across workgroups.
- **Growth and development** – Provide meaningful development plans that leverage or build strengths and opportunities for enriching tasks and assignments.
- **Support and recognition** – Show appreciation for ideas, efforts and accomplishments to employees, and provide regular and candid feedback.

“I really enjoyed the class facilitators and thought they gave great personal examples to add to the course.” – Spring, 2011 Learner

Customized Training Options
Are you looking for a way to increase the effectiveness of your leaders? BSC Continuing Education, Training & Innovation will customize Leadership training to fit your specific work environment at your site or ours.

For Information contact us at 224-5600.

“The Leadership Series helped me to better communicate with my staff in a positive, constructive way.” – Fall, 2010 Learner

- Spring, 2011 Learner

“Class discussions, sharing ideas, and relating with managers in similar situations was very beneficial.” – Spring, 2011 Learner
Leadership Training Certification
Spring courses are held from 1:00 pm -5:00 pm, and sessions will be held at the BSC in the NECE Building. Select all six leadership courses for one price of $669 or choose individual classes for $119 each.

Essentials of Leadership
- Feb. 13, 2013
Coaching for Success
- Feb. 20, 2013
Coaching for Improvement
- Feb. 27, 2013

Setting Performance Expectations
- March 6, 2013
Resolving Conflict
- March 13, 2013
Delegating for Results
- March 20, 2013

To Register: Visit us Online at biocareerstate.eduv or call Bismarck State College at 701-224-5602. Credit Card Information Required.