



SMACNA GREATER CHICAGO

ANNUAL *LEADERSHIP*

WORKSHOP PROGRAM

PART 2: LEADING THROUGH CHANGE //



2025



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Members & Industry Fund Contributors,

Modern leadership is about more than just holding a title. It's about continued growth, improved communication and always looking to the future.

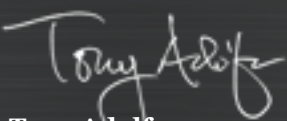
Today's most successful leaders focus on building solid relationships with their teams, customers and industry partners. To that end, we're excited to bring back Part 2 of our Annual Leadership Workshop Program this winter and spring!

This comprehensive curriculum will give attendees the tools they need to elevate their leadership impact, and will cover the following topics:

- Creating High Performance
- Leading Through Change
- Influencing Without Authority
- Effective Presentation Skills

Invest in your team's future - enroll today!

Sincerely,



Tony Adolfs
 Executive Vice President

SMACNA
 GREATER CHICAGO

LEADERSHIP IS NOT A
 POSITION OR A TITLE —
**IT IS AN ACTION
 AND EXAMPLE.**



**DARRYL
 HARRIS**

Featured Speaker
 Part 2
 Sessions 1-4

Darryl Harris is a consultant, trainer and coach, focused on helping organizations improve their performance by developing the skills and competencies of their people. Harris has an abundance of energy and passion for helping organizations develop and grow in a rapidly changing environment. His clear common sense approach has helped thousands of people learn how to successfully overcome these challenges. He brings an international background of almost 30 years of experience in the areas of leadership development, strategic planning, team effectiveness, customer skills and more.

WORKSHOP DETAILS

The workshops are designed to build on one another, so take them all for the greatest impact on your leadership style. Or, if time constraints don't allow for all four, take at least one to get a leg up on leadership.

**1 CREATING HIGH PERFORMANCE
 THURSDAY | 2/6/25**

Register by 1/30/25

**See pages 4-5 for class description.*

**2 LEADING THROUGH CHANGE
 THURSDAY | 3/20/25**

Register by 3/13/25

**See pages 6-7 for class description.*

**3 INFLUENCING WITHOUT AUTHORITY
 WEDNESDAY | 4/16/25**

Register by 4/9/25

**See pages 8-9 for class description.*

**4 EFFECTIVE PRESENTATION SKILLS
 WEDNESDAY | 5/7/25**

Register by 4/30/25

**See pages 10-11 for class description.*

REGENCY TOWERS CONFERENCE CENTER

1515 W. 22nd St., Oak Brook, IL

8am – Noon | Breakfast at 7:30am

MEMBERS

FREE for all
 four sessions

NON-MEMBERS

\$35 per session
 \$125 for 4 sessions



Registration is limited to the first 30.

REGISTER FOR CLASSES NOW AT

SMACNAGreaterChicago.org/Annual-Leadership-2

PART 2 - SESSION 1

CREATING HIGH PERFORMANCE

DETERMINE YOUR COMPETITIVE POSITION.

Today's organizations face a barrage of challenges, including new and advanced technologies, fierce competition and unpredictable business environments – all while trying to provide your customers with efficient, high-quality solutions. How do you involve your employees in the “right” way to encourage involvement, participation and ownership?

UNDERSTANDING AND **SUPPORTING** KEY SKILLS.

In Session One you will perform a Competitive Skills Assessment that will review your organization's strengths and weaknesses and determine your competitive position. This process includes learning both the supportive and harmful skills and behaviors for:

1

COMMUNICATION

The speed and accuracy of the communications process

2

DECISION MAKING

The process used to produce the highest quality decisions with tremendous support

3

CULTURE

The view of, and response to, successes, achievements, mistakes and errors

4

CONFLICT

The willingness and ability to have and resolve disagreements

5

CHANGE PROCESS

Understanding and implementing the process

PART 2 - SESSION 2

LEADING THROUGH CHANGE

SUCCESSFULLY GUIDE YOUR TEAM

THROUGH PHASES OF CHANGE.

How do businesses and their employees cope with unanticipated events, changes and possible crises? How can leadership create a work environment that empowers everyone to rise above and allow the changes to lead to more viable and efficient ways to work and live?

LEADING AND **MANAGING** THROUGH CHANGE.

Session Two is designed to provide leaders with the strategic and tactical skills to lead change and to help identify the emotional stages their followers experience in the process. Attendees will develop ideas on how to skillfully lead through the process of change.

BASIC PROGRAM OUTLINE

- THE ACCEPTED LEADERSHIP BEHAVIORS
- PERSONAL ASSESSMENT — HOW DO I REACT TO CHANGE?
- THE FOUR PHASES OF CHANGE
- LEADING PEOPLE THROUGH THE DIFFERENT PHASES OF CHANGE
- LEADERSHIP ACTION PLAN

PART 2 - SESSION 3

INFLUENCING WITHOUT AUTHORITY

ACHIEVE RESULTS USING INFLUENCE SKILLS.

Using influence to motivate others to accomplish something will go a lot further than getting something done by setting tasks that need to be completed. Someone in a position of authority will most assuredly get the task completed, but it may not be done from a sincere desire to do the best job. The truly effective individual contributors, managers and executives use influence skills to achieve results, regardless of their positional power within their organization.

ACHIEVING RESULTS **REGARDLESS** OF POSITION.

Session Three is a highly interactive session that includes small group discussions, practical case studies and role-playing exercises. Attendees will practice identifying types of influence, recognizing the motivations of others and how to develop a strategy for influencing them.

WHO SHOULD ATTEND?

Project leaders, individuals, leaders and managers who want to gain new strategies without having to command, and technical experts who require the skills of influencing to achieve “buy-in” from non-technical colleagues or customers.

PROJECT LEADERS

MANAGERS

INDIVIDUALS

TECHNICAL EXPERTS

KEY RESULTS & BENEFITS

- 1 Improved ability to get others to do what you want
- 2 Improved long-term working relationships with colleagues
- 3 Less conflict and higher morale
- 4 More positive relationships within and between departments

PART 2 - SESSION 4

EFFECTIVE PRESENTATION SKILLS

BECOME AN EXPERT AT
**COMMUNICATION
AND PRESENTATION.**

In today's competitive business arena, effective communication skills are a must! Professionals must be able to concisely and clearly express their thoughts to diverse audiences in a variety of different ways.

SKILLS FOR A **WINNING PRESENTATION.**

Session Four will help you create and articulate a clear and concise message when making a presentation. You will learn how to respond to questions in an effective and logical manner and create and use compelling visual aids. In short, you will gain the skills required to deliver a winning presentation.

If your job includes giving reports, briefings or staff updates, communicating with the media or presenting to groups of any size, then be sure to attend Effective Presentation Skills. You will receive detailed one-on-one coaching, practical practice reminders, high-energy audience interaction and proven contemporary theory and application.

**AFTER COMPLETING THIS SESSION,
YOU'LL BE ABLE TO:**



**ENGAGE YOUR AUDIENCE
WITH CONFIDENCE**



**BUILD RAPPORT AND
THINK ON YOUR FEET**



**CONDUCT EFFECTIVE QUESTION
AND ANSWER SESSIONS**



**CONVERT NERVOUSNESS
INTO POSITIVE ENERGY**



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Call: 708-544-7007 | Email: Laurie@SMACNAGreaterChicago.org

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SMACNAGreaterChicago.org/Annual-Leadership-2