



The Power of **Leadership.**

**Leadership**  
JOHNSON COUNTY  
at FRANKLIN COLLEGE

PROGRAM GUIDE 2017 - 2018

# Leadership

JOHNSON COUNTY  
at FRANKLIN COLLEGE

Leadership Johnson County (LJC) is an adult community leadership training program at Franklin College. Over the past 23 years we have developed citizens' leadership skills and community awareness through our Signature and Select Programs. This guide outlines many educational workshops and seminars that will help you and your organization thrive in a competitive business environment. Whether you are looking for the deep dive provided in the nine-month Signature Program, or half- to full-day workshops designed for better teams, communication or management training,  
LJC has a training for you!

## OUR MISSION

Cultivate and develop informed and involved citizens working to make our community better.

## OUR VISION

Johnson County becomes a community of citizens who value diversity; create a vibrant democracy; have a passion for community involvement; have a strong sense of history, county identity and regional influence; and work to improve the physical, social and cultural well-being of all county residents.

## LEADERSHIP JOHNSON COUNTY STAFF



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PROGRAM DIRECTOR  
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# Leadership Johnson County Signature Program

The Leadership Johnson County Signature Program is a nine-month program composed of one-day leadership forums designed to train and strengthen 21st century leaders. The program curriculum integrates leadership skills training and community awareness into each day.

## KNOWLEDGE OF COMMUNITY

- Gain a deeper understanding of the history, industry, agriculture and organizations in our community
- Understand better the challenges and opportunities we face in Johnson County
- Learn about available resources to tackle those challenges and opportunities

## LEARN ABOUT LEADERSHIP – IN THEORY AND PRACTICE

- Discuss and learn about a variety of leadership theories and definitions
- Create a personal leadership definition
- Practice specific leadership skills to work more effectively in our community and workplaces

## MAKING PROJECTS HAPPEN

- Build specific skills to lead and work with others on projects
- Exercise those skills through a real-world community project of the team's own selection and design

## BUILD RELATIONSHIPS AND NETWORKS

- Get to know class members and build strong relationships through a variety of experiential learning activities
- Meet a variety of community leaders in government, nonprofit, and for-profit organizations through programs, presentations and events

## PERSONAL LEADERSHIP DEVELOPMENT

- Grow in self-awareness and awareness of others through the Myers-Briggs Type Indicator self-assessment
- Gain personal leadership skills and individual confidence in leadership aptitude and strengths

Community awareness course topics include: Building Community, Agriculture, Infrastructure, Economic Development, Media Relations, Social Services & Healthcare, Quality of Life and Government.

The Signature Program has a competitive application process as there are a limited number of seats. To apply for or nominate someone to participate in the Signature Program, visit our website at [leadershipjohnsoncounty.org](http://leadershipjohnsoncounty.org) beginning each January.

**Applications for the 2018-2019 class are due by midnight on March 7th, 2018. *The class of 2017-2018 is currently underway and is full.***

The Signature Program is ideal for anyone who is interested in developing leadership skills, learning more about community and creating positive change in Johnson County.



## SPONSORS



## LJC Signature Program

**Format** | Ten sessions are held, starting with a two-day opening retreat and followed by a monthly meeting on the second Wednesday of each month, October through May. The Leadership Johnson County staff facilitates this program with the help of over 100 guest speakers throughout the nine-month program.

**Location** | Sessions are held at Franklin College and locations around Johnson County.

**Fee** | **\$1,250.00 per individual.** Scholarships are available.

**Apply** | For more information, visit our website at [leadershipjohnsoncounty.org](http://leadershipjohnsoncounty.org)

# LJC 2.1 – Plug Back In

For those LJC graduates who wish to continue the Signature Program learning experience, join us for LJC 2.1. These sessions are designed to feature leadership skills and community awareness training that is new and different from the Signature Program. Programs will include guest speakers, panels and experiential learning.

Participants have the option to sign up for individual months or to register for the complete series at a discounted price. The registration is transferrable so if organizations and/or individuals cannot attend a session, a different LJC graduate could attend in their place.

**NOTE:** LJC 2.1 sessions are only open to graduates of the Signature Program.



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## LJC 2.1 – Plug Back In

### Program Dates |

**Wednesday, October 25th, 2017:** Design Thinking

**Thursday, December 14th, 2017:** Placemaking, Innovation and Decision Making

**Wednesday, February 21st, 2018:** DISC Personality Inventory

**Wednesday, April 25th, 2018:** Government and Media

**Time |** 2:00 PM - 5:00 PM

**Location |** Franklin College

**Fee |** \$49.00 per person per session, \$175.00 per person for all four sessions.  
Scholarships and group discounts available.

**Register |** Contact Kelsey at [kkasting@franklincollege.edu](mailto:kkasting@franklincollege.edu) to register.  
Registration deadline is the Monday prior to each session.

# Leading and Communicating Across Generations

What is a Millennial anyway? Who is Generation Z, and how are they different from Generation X? And is there still room for the Baby Boomer mentality? To answer these questions, you need to understand the science of generational differences, and how people can differ along generational lines. In this session, you'll diagnose your own generational worldview and learn best practices to communicate and lead across generational divides.

## ABOUT THE FACILITATOR



### Carolyn Goerner

Carolyn Goerner is Clinical Professor of Management & Entrepreneurship at the Indiana University Kelley School of Business. She holds a Ph.D. from The Ohio State University, a Master's in Speech Communication from IU Bloomington, and B.A. degrees in Philosophy and Religion from Kean University. Carolyn was a Human Resource Consultant in her home state of California for ten years before graduate school. She is in her 17th year at Kelley, teaching Management in Kelley's undergraduate Integrated Core, or I-Core, and Negotiation to MBAs. She Co-Directs Kelley's school-wide Women's Initiative and directs a pre-college program, the Young Women's Institute. Carolyn is a member of the LJC Board of Trustees.



## Leading and Communicating Across Generations

**Program Date** | Friday, September 15th, 2017

**Time** | 9:00 AM - Noon

**Location** | Franklin College, Dietz Center

**Fee** | \$49.00 per person for LJC and Franklin College alumni, Franklin and Greater Greenwood Chamber of Commerce members. \$59.00, general public. Scholarships and group discounts available.

**Register** | [www.leadershipjohnsoncounty.org/events](http://www.leadershipjohnsoncounty.org/events)

# All Aboard Community Volunteer and Board Fair

Nonprofit organizations are the life blood of any community. They routinely provide wrap-around care for those in the greatest of need. All Aboard provides Johnson County residents with an opportunity to connect their passions with nonprofit organizations in need of board and committee members all in one place.

## ATTENDEES WILL:

- Network with business leaders and nonprofit leaders in Johnson County
- Learn which nonprofit boards are in need of board and committee members
- Learn about the great work being done in Johnson County to connect people with need to available services.



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Whiteland Community  
High School

## All Aboard Community Volunteer and Board Fair

**Program Date** | Monday, September 25th, 2017

**Time** | 5:30 PM - 7:30 PM

**Location** | Whiteland Community High School Auxiliary Gymnasium

**Fee** | Free to attend

**Register** | For more information, visit our website at [leadershipjohnsoncounty.org](http://leadershipjohnsoncounty.org) or contact Kate Taylor at [ktaylor@franklincollege.edu](mailto:ktaylor@franklincollege.edu)

# Talent Development and Succession Planning for Businesses

Developing talent from within an organization is a key-driver to success. This one-day workshop includes practical exercises on developing a strategic talent management mindset. Learn ways to better understand the business value of an internal talent and succession management strategy. Participants will also play the Talent Benchstrength® Board Game in small groups, to share ideas and to reinforce talent management and career planning concepts.

## PARTICIPANTS WILL:

- View methods to measure and view the business value of talent development and succession management
- Identify the most effective on-the-job talent development actions and prepare employees for career growth while addressing current company needs
- Learn basic talent review-succession concepts and tools, such as Qualified Successors, Future Gap Successors, High Performers, High Potentials, Key Experts, Talent Pools and Critical Roles
- Learn why accountability is as important to talent management as it is to financial management
- Practice holding effective career and development discussions with employees
- Learn how to identify and to develop successor candidates and to take other knowledge retention actions in the organization to protect the organization from talent vacancy risks

## ABOUT THE FACILITATOR



### Doris Sims

Doris Sims Spies, SPHR is an international Talent Review Meeting and Succession Planning consultant, speaker and author of multiple talent-succession management books. Doris is the founder and owner of The Succession Consultant, LLC, which specializes in all phases of a strong internal talent benchstrength strategy—identifying talent-succession needs and goals, metrics, processes and tools, training the HR team in the talent review process, creating talent-succession communication plans and materials for business leaders, facilitating talent review meetings, coaching others to facilitate talent meetings, and working with the client to implement methods for sustainability, follow-through, accountability and long-term succession planning results.

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## Talent Development and Succession Planning for Businesses

**Program Date** | Wednesday, September 27th, 2017

**Time** | 9:00 AM - 4:00 PM

**Location** | Franklin College, Branigin Room

**Fee** | **\$149.00** per person for LJC and Franklin College Alumni, Franklin and Greater Greenwood Chamber of Commerce members.  
**\$249.00**, general public. Scholarships and group discounts available.

**Register** | For more information, visit our website at [leadershipjohnsoncounty.org](http://leadershipjohnsoncounty.org)

# Myers-Briggs Type Indicator

Working with people is a part of daily life – at work, at home, in the places we volunteer. The Myers-Briggs Type Indicator (MBTI) self-assessment is a comprehensive tool used to understand normal personality differences. When we better understand ourselves and how and why we react in different situations, it helps us to work better with the people around us. This workshop is an effective tool for teams (at least 3 – 7 team members works best) within an organization to better understand how the people they work with operate. The training is also a great way for couples to get to know and understand each other better.

## PARTICIPANTS WILL:

- Gain a better understanding of your own personality type
- Become more self-aware
- Learn how to better relate with those around you
- Become more skilled at working with others in a team by understanding the various personality types and how they work in groups

## ABOUT THE FACILITATOR



### Tandy Shuck

Tandy Shuck is a certified MBTI trainer, with a wealth of experience in facilitating and a background in clinical psychology. Tandy began working at LJC in 2001, and is now the executive director. Her past experience includes a background in clinical psychology and over 15 years of facilitation experience. She is a dynamic presenter who will lead participants into better discovery of their own personalities.

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## Myers-Briggs Type Indicator

**Program Date** | Tuesday, October 10th, 2017

*In order to complete the scored assessment and have it processed, the deadline to register is **Tuesday, October 3rd, 2017.***

**Time** | 9:00 AM - Noon

**Location** | Franklin College, Henderson Conference Room

**Fee** | **\$49.00** per person for LJC and Franklin College alumni, Franklin and Greenwood Chamber of Commerce members. **\$120.00** for a team of three. **\$59.00** per person, general public. Scholarships and group discounts available.

**Register** | [www.leadershipjohnsoncounty.org/events](http://www.leadershipjohnsoncounty.org/events)

# Discovering Your True Colors

Color has been used to shape and describe our lives, our habits, our values, and our feelings throughout the ages. Understanding the similarities and differences of all people leads to developing improved communication skills, greater appreciation of the uniqueness of self and others, and more meaningful relationships. Join us for this fun, hands-on, interactive workshop to discover your “True Colors” and begin to understand and appreciate yourself and others.

## ABOUT THE FACILITATOR



### Tamara Moore

Tamara Moore is the Director of Performance Excellence at Johnson Memorial Hospital. She received her B.A. from the University of Northern Iowa and her MPH (Masters in Public Health) from IU Bloomington. She joined JMH in 1999 as Director of Education Services and transitioned to her current role in late 2013. Tamara is a certified instructor in many programs including Crucial Conversations, Crucial Confrontations, and True Colors. In 2011, she attained Gold Elite Status in the VitalSmarts Trainer Elite Program. She resides in Rushville with her husband Mark.



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## Discovering Your True Colors

**Program Date** | Friday, November 3rd, 2017

**Time** | 9:00 AM - Noon

**Location** | Franklin College, Dietz Center

**Fee** | \$49.00 per person for LJC and Franklin College alumni, Franklin and Greater Greenwood Chamber of Commerce members. \$59.00, general public. Scholarships and group discounts available.

**Register** | [www.leadershipjohnsoncounty.org/events](http://www.leadershipjohnsoncounty.org/events)

# Leadership Wisdom for New Managers

Whether you have been promoted to a management position because of your leadership on an existing team, or because this is a goal you have been aiming for your whole career, you are an early career manager. Your first management job is a huge challenge: you have to learn new terms and skills, make a lot more decisions, and find ways to motivate, challenge, and communicate with a team of employees. Many of your new team members may have been your co-workers before. Your peer managers may not yet be used to seeing you in a leadership position. A new manager role is challenging for everyone.



This interactive and engaging session will empower you with leadership tools and techniques so you can earn the trust and respect of your direct reports and thrive in your new management position to lead engaged teams with buy-in and a sense of purpose.

## ABOUT THE FACILITATOR



### Caroline Dowd-Higgins

Caroline Dowd-Higgins is the Executive Director of Career & Professional Development for the Indiana University Alumni Association. She leads a global career enhancement and leadership development program empowering IU alumni throughout their professional lives. With over a decade of career and professional development experience, Caroline authored the book and maintains the blog: *This Is Not the Career I Ordered®* (now in the 2nd edition) which showcases her professional development advice and individuals who are thriving after a career transition or reinvention. Caroline writes for the Huffington Post, Elevate Network and a column for The Chronicle newspaper in Indiana.

## Leadership Wisdom for New Managers

**Program Date** | Wednesday, November 15th, 2017

**Time** | 9:00 AM - Noon

**Location** | Franklin College, Branigin Room

**Fee** | \$49.00 per person for LJC and Franklin College alumni, Franklin and Greater Greenwood Chamber of Commerce members. \$59.00, general public. Scholarships and group discounts available.

**Register** | [www.leadershipjohnsoncounty.org/events](http://www.leadershipjohnsoncounty.org/events)

# Women in Leadership Workshop

This year's Women in Leadership retreat focuses on those negative voices in your head. The ones that hold you back by saying, "You Can't" or "You Shouldn't" or "That's not what a woman should do." You'll learn from our expert speakers (and the other amazing women in attendance) how to silence or change those voices to hear instead, "I am awesome!" This event is quickly turning into a community of positive, inspired and inspiring women. You'll leave with confidence, inspiration, and some terrific new friends.



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## Women in Leadership Workshop

**Program Date** | Friday, February 16th, 2018

**Time** | 9:00 AM - 4:00 PM

**Location** | Franklin College, Branigin Room

**Fee** | **\$99.00** per person for LJC and Franklin College alumni, Franklin and Greater Greenwood Chamber of Commerce members. **\$119.00**, general public. Scholarships and group discounts available.

**Register** | [www.leadershipjohnsoncounty.org/events](http://www.leadershipjohnsoncounty.org/events)

# The Power of Innovation

Join Leadership Johnson County for a one-day symposium on leading innovation in your organization and personal life. Creative thinking and learning to embrace change leads to growth, both personally and professionally. Guest speakers from across the state will present on effective ways to incorporate innovation into your organization. Participants will have the opportunity to hear three keynote speakers and attend two different break-out sessions.



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## The Power of Innovation

**Program Date** | Wednesday, April 18th, 2018

**Time** | 8:30 AM - 4:30 PM

**Location** | Franklin College

**Fee** | **\$99.00** per person for LJC and Franklin College alumni, Franklin and Greater Greenwood Chamber of Commerce members. **\$119.00**, general public. Scholarships and group discounts available.

**Register** | [www.leadershipjohnsoncounty.org/events](http://www.leadershipjohnsoncounty.org/events)

# Journey to the Emerald City: Steps to Accountability

We frequently hear the words accountable and accountability in our lives. But what does it mean and how do we accomplish it? During this program participants will learn the steps to accountability and how to avoid falling below the “line”, and what leaders can do to create a culture of accountability.

## PARTICIPANTS WILL:

- Define accountability and identify the Steps to Accountability
- Assess their own tendencies to fall below the “line”
- Learn how to apply the tools and practices that accelerate greater accountability both individually and organizationally

## ABOUT THE FACILITATOR



### Tamara Moore

Tamara Moore is the Director of Performance Excellence at Johnson Memorial Hospital. She received her B.A. from the University of Northern Iowa and her MPH (Masters in Public Health) from IU Bloomington. She joined JMH in 1999 as Director of Education Services and transitioned to her current role in late 2013. Tamara is a certified instructor in many programs including Crucial Conversations, Crucial Confrontations, and True Colors. In 2011, she attained Gold Elite Status in the VitalSmarts Trainer Elite Program. She resides in Rushville with her husband Mark.



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## Journey to the Emerald City: Steps to Accountability

**Program Date** | Tuesday, May 22nd, 2018

**Time** | 9:00 AM - Noon

**Location** | Franklin College, Dietz Center

**Fee** | **\$49.00** per person for LJC and Franklin College alumni, Franklin and Greater Greenwood Chamber of Commerce members. **\$59.00**, general public. Scholarships and group discounts available.

**Register** | [www.leadershipjohnsoncounty.org/events](http://www.leadershipjohnsoncounty.org/events)

# Board Governance Series: Running a Better Nonprofit

Leadership Johnson County offers nonprofit boards an opportunity to learn and implement best practices for running a nonprofit. Looking for a facilitator at a board retreat or continuing education at a board meeting? We will work with you to customize curriculum to meet your needs. Examples of topics include:

## BOARD BASICS

- Understanding the various roles and responsibilities within a nonprofit board
- Use Strengths-Based Leadership to identify duties that maximize benefit to your organization

## NONPROFIT FINANCE

- Deeper understanding of the budgeting process
- Learn to better steward your organizations financial resources

## NONPROFIT FUNDRAISING

- Discover a variety of ways to raise money and awareness of your organization
- Develop best practices for identifying funding sources, retention and follow-up of donors

## LEGAL RESPONSIBILITIES

- Learn the legal rights and responsibilities of a board member
- Identify legal issues surrounding your organization, staff and volunteers

## STRATEGIC PLANNING

- Explore tools for setting and maintaining a strategic direction
- Develop activities that keep your organization true to its mission and goals

Call or email the LJC offices for pricing.

## ABOUT THE FACILITATOR



### **Carolyn Goerner**

Carolyn Goerner is Clinical Professor of Management & Entrepreneurship at the Indiana University Kelley School of Business. She holds a Ph.D. from The Ohio State University, a Master's in Speech Communication from IU Bloomington, and B.A. degrees in Philosophy and Religion from Kean University. Carolyn was a Human Resource Consultant in her home state of California for ten years before graduate school. She is in her 17th year at Kelley, teaching Management in Kelley's undergraduate Integrated Core, or I-Core, and Negotiation to MBAs. She Co-Directs Kelley's school-wide Women's Initiative and directs a pre-college program, the Young Women's Institute. Carolyn is a member of the LJC Board of Trustees.



Join us for a variety of athletic,  
artistic and educational events  
throughout the year that are often  
**FREE AND OPEN TO THE PUBLIC.**



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2017-2018

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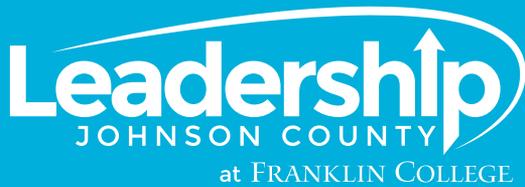
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Find us on LinkedIn: [Leadership Johnson County & Leadership Johnson County Alumni Group](#)