



Leadership

JOHNSON COUNTY

at FRANKLIN COLLEGE

LEADERSHIP TO YOUR DOOR

WORKSHOPS AT YOUR WORKPLACE



LEADERSHIP TO YOUR DOOR

Leadership Johnson County at Franklin College (LJC) is now offering workshops directly to you at your workplace. Enjoy the same professional development training we offer at Franklin College brought straight to you. We have a team of content experts that will deliver the training to your team, in your setting, and around your schedule. We offer both half-day and full-day workshops and can accommodate your training schedule. Review our list of offerings and contact us today to get a workshop scheduled for your team.

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TABLE OF CONTENTS

- 4 • Emotional Intelligence
 - Building Trust
- 5 • Influence Without Authority
 - Buddy to Boss
- 6 • Good Follower
 - Coachable Member of the Team
- 7 • Developing Negotiation Skills
 - Conflict Resolution
- 8 • Paradigm Shift: Facilitating Effective Organizational Change
 - Change Management
- 9 • Key Elements of Collaboration
 - Skilled Communication & True Collaboration
- 10 • Zero Hour: What to do During an Organizational Crisis
 - Effective Decision Making
- 11 • Leading & Communicating Across Generations
 - Managing Across Generations for Millennials
- 12 • Legacy Leadership
 - Action Steps to Improve Recruitment/Retaining
- 13 • Courageous Conversations
 - Key Strategies for Staying Above Accountability
- 14 • Values Alignment Leadership
 - FUNdamentals of Wellness Mindset in Leadership
- 15 • Strategic Planning
 - SWOT Analysis
- 16 • Create/Sustain Excellence in Customer Experience
 - Leadership Skills for Women
- 17 • Self Assessment OVERVIEW
 - Myers-Briggs Type Indicator In Teams
- 18 • Strengths Finder 2.0
- 19 • Enneagrams
 - True Colors
- 20 • Pricing & Other Information
- 21-23 • Facilitator Biographies
- 24 • Leadership Johnson County Contact Information





EMOTIONAL INTELLIGENCE

Having a high IQ is nice, but it doesn't guarantee your success as a leader. In fact, studies have found that emotional intelligence (or EQ) matters more. Emotional intelligence is the ability to understand and respond appropriately to emotions – your own and those of the people around you. People high in EQ know how to navigate a variety of situations with different kinds of people by monitoring themselves and others to ensure clear and positive communication. The good news is that while IQ is relatively set in adulthood, EQ can be improved throughout your lifetime!

In this workshop, you will:

- Learn the different components of emotional intelligence (EQ)
- Evaluate your current levels of EQ
- Learn concrete practices to increase EQ in your business and personal life

BUILDING TRUST

Trust is fundamental to all relationships. Developing trust takes both time and effort but results in more effective and rewarding relationships and outcomes. Teams with high trust levels work more efficiently, more quickly and less expensively.

This workshop will include activities individuals can practice to build trust, and focus on:

- Identifying behaviors which build and break trust
- Understanding and applying the competence- and character-based behaviors which build a trusting personal relationship



INFLUENCE WITHOUT AUTHORITY

In today's increasingly flat organizations, many managers lack formal authority over the people whose cooperation and commitment they most need. Effective leaders use a variety of techniques to influence and inspire others. They must use influence and persuasion skills to gain others' support and cooperation. Whether you are leading a project, team, or volunteer group, this session will help you learn to be an effective leader with any title or position.

Participants will learn:

- How to analyze situations to determine underlying interests of all parties
- Influence tactics, including how and when to use them to the best effect
- Ways to access and leverage relevant sources of personal power
- Strategies to create and maintain long-term partnerships

BUDDY TO BOSS: TOOLS FOR THE NEW LEADER

One of the most challenging experiences anyone will face is transitioning into a leadership position. Being a new manager means potentially supervising friends and former peers. This workshop helps to show how to adopt the mindset of a leader and gain new skills including: communication, coaching, goalsetting and giving feedback.

During the workshop, participants will:

- Build a foundation for a new leadership position
- Learn how to better communicate with former peers who are now subordinates
- Develop coaching skills and provide feedback



GOOD FOLLOWER

Everyone talks about leadership, but the truth is, there would be no leaders if there were no followers. This workshop helps define the role of a follower, recognizes the impact and role as a follower, and explains the benefits of being a coachable follower.

This workshop introduces participants to:

- The definition of a follower and the 5 types of followers
- Understanding their role within the team
- Explaining the impact of followers
- The importance of accepting feedback and being coachable

COACHABLE MEMBER OF THE TEAM

Leaders must know *how* to lead their followers to success. One challenge most leaders have is knowing *when* to lead others to success. Failing to follow can be problematic, especially when delegating responsibilities to their followers. Successful leaders know how to encourage their constituents but often fail to get out of the way as others perform their duties. This workshop focuses on the relationship between trust and commitment, recognizing that both are required for strong leader-follower relationships. Additional topics include context-driven leadership and reinforcement of emotional intelligence strategies.

This workshop will dig in to help participants:

- Understand that "weigh-in" leads to "buy-in"
- Know when to lead and know when to follow
- Realize that context and environment are important leadership factors
- Reintroduce emotional intelligence and highlight practical examples through strategy

DEVELOPING NEGOTIATION SKILLS

We negotiate with those around us every day, often learning from past experiences – both positive and negative! This negotiation training begins with an individualized assessment of conflict preferences. With a variety of hands-on exercises, participants will begin to develop their own personal negotiation style and leave with strategies to improve their negotiation skills.

Participants will learn:

- How personal preferences for conflict management align with a preferred negotiation style
- Ways to analyze a negotiation situation and determine goals and desired outcomes
- Multiple strategies to plan for negotiations
- Tactics to manage each stage of the negotiation process



CONFLICT RESOLUTION

Whether you hate conflict or relish it, there are proven approaches to help you manage it effectively.

In this workshop, participants will:

- Assess their response to conflict
- Learn to identify underlying issues
- Practice techniques to help achieve their interests in conflict situations



PARADIGM SHIFT:

FACILITATING EFFECTIVE ORGANIZATIONAL CHANGE

Change is hard. According to recent studies, one in seven people struggle with keeping their change initiatives after 30 days. Sometimes leaders battle with convincing others to change; other times leaders themselves fail to see the need for change. Even after organizations enact change, they often fail to maintain the change for more than a few months. This workshop focuses on how to create wise changes, correctly persuade employees to pursue a new vision, and make change stick over the long-term.

At the end of this workshop, participants will:

- Know how to identify "influencers" and how to leverage them
- Learn the importance of urgency and a clear vision of change
- Understand the importance of celebrating effort and wins, no matter how small
- Discover the important role of culture in fostering change

CHANGE MANAGEMENT

Good leaders know that change happens, but great leaders know how to adapt and lead change. This program is designed to help participants learn how to manage and lead effective change.

Within this workshop, participants will:

- Learn a framework for developing and implementing a change initiative
- Understand how people typically respond to change and develop strategies to maintain positive change momentum
- Develop techniques for sustaining themselves as they implement organizational change
- Find ways to apply the information to their own situations

KEY ELEMENTS OF COLLABORATION

Collaboration can spark creative problem solving and power value creation. Today's organizations are dependent on collaboration for results, innovation, and execution. Yet, collaboration at work doesn't always come easy. Teams who collaborate share a common purpose and see value in the contributions and abilities of each member of the team, speak frankly, and address conflict.

Participants in this workshop will:

- Better understand the benefits and drawbacks of collaborating
- Identify common purpose
- Understand the importance and how to encourage high trust relationships
- Identify and be able to use a range of tools to guide decision-making
- Identify strategies to overcome barriers that arise during the collaboration process



SKILLED COMMUNICATION AND TRUE COLLABORATION

Skilled communication and true collaboration can help build a healthy work environment and push an organization to thrive. Communication breakdowns and competition can lead organizations and teams to stall. This workshop will highlight scenarios where skilled communication and collaborations enhanced team development in order to better develop their own teams, work environments, and achieve better outcomes and results.

Participants will:

- Understand the meaning and importance of skilled communication and true collaboration
- Understand how skilled communication and true collaboration can have a positive impact on staff motivation, morale, and performance
- Learn how to utilize skilled communication and true collaboration to enhance morale, retention, and performance



ZERO HOUR:

WHAT TO DO DURING AN ORGANIZATIONAL CRISIS

Blindsided! That's how most people feel when they learn about a major setback to their organization. Whether the bad news involves unethical behavior, a natural disaster, or other uncontrollable factors, most leaders struggle with knowing how to act and prioritize in the aftermath of a crisis. Worse, well-intentioned responses to a disaster can further harm a company's image and bottom-line. This workshop trains leaders to improve their awareness of crises, provides insight on how organizations can improve their disaster preparedness, and teaches participants how to respond effectively during an aftermath.

During this workshop, participants will:

- Learn how to identify a crisis and plan your first steps
- Know how to respond when a crisis occurs
- Learn how to improve your company's image by overcoming a crisis
- Know what you can do to prepare for a potential organizational crisis

EFFECTIVE DECISION MAKING

We are all faced with decisions every day, both at work and in our personal lives. Some decisions stem from crisis situations, but many allow for time and consideration before being made. Participants will learn ways to foster effective decision-making at both individual and team levels in order to enhance their work environment and achieve better outcomes.

During this workshop, participants will:

- Understand the meaning and importance of effective decision-making and the impact it can have on your employees and clients
- Understand how structured decision-making systems ensure effectiveness
- Develop strategies to support team members' ability to make decisions
- Review a model of effective decision-making and the importance of reflective practice in the workplace



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 will:

- Learn traits of the different generations
- Diagnose your own generational worldview
- Learn best practices to communicate and lead across generational divides

MANAGING ACROSS GENERATIONS FOR MILLENNIALS

Millennials are no longer “tomorrow’s” managers – they have leadership responsibilities today, often with subordinates from other generations. This program will focus on the ways that younger generations can best interact with older ones. If you are a Millennial managing a Baby Boomer, a Generation X service provider trying to understand Traditionalist clients, or a Generation Z student looking to make a positive impression on an older boss, this session will help you understand their worldview and expectations better.

Participants will learn:

- Why generational differences affect worldview and work values
- How generations prefer to be managed and rewarded
- Ways to manage cross-generation conflict
- “Managing Up” strategies to ensure clear communication and strategic alignment

LEGACY LEADERSHIP

In today's competitive market it is imperative for an organization to have strong leadership for today, but even more important to have a culture that will transform the next generation of leaders. Strong leaders are able to project a vision their teams understand and strive to follow. What is the definition of Legacy Leadership and how do you know when it exists?

In this workshop, participants will:

- Understand the difference between Management and Leadership
- Understand the difference between Operational, Tactical and Strategic Leadership
- Learn a basic understanding of DISC and the definition of each style



ACTION STEPS

TO IMPROVE RECRUITING AND RETAINING A WINNING TEAM

In today's competitive environment for talent and with employee turn-over at high levels, it is imperative for all organizations to review their current methods for recruiting and retention of their existing teams. This workshop is designed to review how organizations are being proactive in their talent and succession planning and develop action plans to improve any gaps identified in their current environment.

This workshop will lead participants through:

- Evaluating best practice methods for recruiting and retention and the viability for execution
- Developing action plans to overcome any gaps in current methods
- Learning how to get multiple functions and levels of the organization involved in retention

COURAGEOUS CONVERSATIONS

Research tells us that an annual performance evaluation is not enough to develop and grow your employees. Likewise, employees are communicating to their leaders that they desire more feedback and communication to help them grow. This workshop will discuss skilled communication strategies for high, dependable, and low (HDL) performing employees so your organization can improve its retention and productivity of its employees.

At the conclusion of this workshop, participants will be able to:

- Describe why HDL performer conversations are important to moving organizational performance and consistent with the values of the organization
- Understand the process and skilled communication strategies used for HDL
- Understand the categories and identify behaviors that fall in each category
- Conduct the conversation with your staff



KEY STRATEGIES FOR STAYING ABOVE ACCOUNTABILITY

"99% of all failures come from people who have a habit of making excuses."

-George Washington Carver

Accountability is a vital part of leadership. To move towards better accountability, we need to identify our behaviors when we live above the line of accountability, and focus on creating a culture to help our teams stay there. This workshop will help you create self-awareness and identify the behaviors that keep you in the victim cycle when living below the line of accountability.

At the conclusion participants will be able to:

- Understand the benefits of accountability
- Learn how to create a culture of accountability
- Identify behaviors when they've fallen below the "Line of Accountability"
- Identify behaviors when they've risen above the "Line of Accountability"
- Describe one or two technique(s) to help you live above the "Accountability Line"



VALUES ALIGNMENT LEADERSHIP

Leaders use their own and organizational values to guide their teams, and it is often these values that push teams to work to a higher level. Participants will understand how to create a culture of high performance through values alignment.

Through this workshop, participants will:

- Understand what values alignment means
- Name at least one value employees want in the workplace
- Identify one or two values that are most important to you and how these values align with your organization's principles and values
- Review a Values Model and how it leads to purposeful, worthwhile work and achievement in results

FUNDAMENTALS

OF LEADING WITH A WELLNESS MINDSET

Would you like to be a leader who inspires others to learn more, dream more, do more, and become more? Leading through the lens of wellness encompasses the dimensions of social, emotional, spiritual, environmental, occupational, intellectual, and physical well-being. Mindsets are beliefs, attitudes and expectations. They represent the person that you are as well as how you connect and interact with others in the workplace. In this workshop we will explore strategies of leading with passion and perseverance as well as effective role modeling and mentorship.

Through this workshop, participants will:

- Understand why mindsets matter and how to empower a stronger workplace team
- Appreciate how growth and fixed mindsets influence decision making and action taking
- Explore how the six dimensions of wellness can contribute to a productive work environment
- Apply principles of grit, positivity, creativity, and resilience, to create a healthy work environment

STRATEGIC PLANNING

When traveling from one destination to another, how often do you use the map app on your phone? Think of a strategic plan as your map app to get your organization from one place to another. This workshop will teach the steps organizations can take to make sure their plans focus on the right destination, the right routes, recognizing roadblocks, recalculating as necessary and reaching its destination.

During this workshop, participants will:

- Understand the basic steps involved in developing a strategic plan
- Identify your strategic position
- Understand the process of implementing, measuring and adapting your plan

SWOT ANALYSIS

Strategic plans can help move the organization forward, but developing a comprehensive strategic plan starts with understanding the current environment of the organization. When senior leaders come together in a collaborative manner to be transparent about the current status of their organization they are able to develop the basis for their strategic plans based on their current competitive environment. Completing an organizational assessment of the (S) Strengths, (W) Weaknesses, (O) Opportunities, (T) Threats, can help every one understand where an organization is and how to move forward.

During this workshop, participants will:

- Better understand a SWOT analysis and its usefulness
- Understand the importance of being transparent when evaluating the organization's current environment
- Learn how to utilize a SWOT analysis to start the strategic planning process
- Understand the importance of moving the SWOT analysis process deeper in the organization



CREATING & SUSTAINING EXCELLENCE IN THE CUSTOMER EXPERIENCE

Today's customer is seeking an experience rather than a visit when trying or purchasing your products, using your services, and all other interactions with your organization. The big question is "Are you intentionally creating a positive experience for your customers?" This workshop will help you identify touchpoints for your customers and how you can separate yourself from your competitors, which leads to customer loyalty.

Workshop participants will be able to:

- Describe the importance of creating emotional engagement
- Identify key touchpoints in your service delivery
- Define and utilize "key words at key times"



LEADERSHIP SKILLS FOR WOMEN

Women face distinctive expectations and challenges as leaders; this course develops women for current and future opportunities.

Participants will learn:

- How differences in gender intelligence contribute to conflict (and creativity)
- Ways to manage the "double bind" in negotiation and conflict resolution
- Communication and impression management techniques to convey appropriate strength and confidence

SELF ASSESSMENT OVERVIEW

As an employer, you are always looking for ways to help your team work better together. One way to better understand your employees' traits and roles within your organization is by using personality assessments.

Personality assessments use questions to identify potential strengths and areas of growth in each of your employees. Once identified, you can then help shape your employee's role within projects and teams to better fit strengths among team members. For instance, someone who loves details and accuracy might be the best researcher for a project, while someone who loves to collaborate with others could make a great project lead. The use of personality assessments can help you optimize your team's work and can lead to increased productivity.

The following workshops are personality assessments LJC can help your team learn more about working together more productively.

MYERS-BRIGGS TYPE INDICATOR IN TEAMS

Working with people is a part of daily life. 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 work better with people around us. The MBTI in Teams workshop will focus on communication strategies and tactics that will help make it easier for the various types of personalities to interact and be most productive.

There is a \$25.00 per person materials fee in addition to the workshop fee.





STRENGTHSFINDER 2.0

What are you good at? What brings you joy? We often spend the majority of our time focused on what we need to improve instead of learning to harness the energy of how we are naturally gifted. The StrengthsFinder 2.0 Assessment will guide you toward your five "signature strengths." When you incorporate activities to use these strengths in your life and work, you become more productive, more successful, and experience more joy. This introduction program will help you interpret the results of your assessment, provide practical ways to use your strengths, and help you learn to forge partnerships with others whose strengths complement yours to create a more successful team.

There is a \$25.00 per person materials fee in addition to the workshop fee.

STRENGTHS BASED LEADERSHIP

The StrengthsFinder program identifies your "Top Five" Strengths, suggesting roles and activities where you can find joy and satisfaction in your work. In this program, we take your knowledge of strengths one step further by exploring how your strengths can be best crafted into a leadership style. It is not necessary to have participated in an earlier StrengthsFinder program for this workshop.

There is a \$25.00 per person materials fee in addition to the workshop fee.

STRENGTHS-BASED TEACHING

In this program designed specifically for educators, we will apply the StrengthsFinder framework to your teaching style where you can find joy and satisfaction in your work.

Participants will:

- Discover their own innate talents as a teacher
- Learn how to liberate those talents to inspire themselves and the next generation of students

There is a \$25.00 per person materials fee in addition to the workshop fee.

ENNEAGRAMS

DISCOVERING WHO YOU ARE THROUGH THE WISDOM OF THE ENNEAGRAM

Everything we think, feel, and do is based on our core motivations. As an introduction to the Enneagram, this program is designed to help you better understand yourself and others. Great for individuals, teams, managers, and everyone in between!

Participants will learn:

- The definition of the Enneagram
- Their Enneagram Type
- Why they think, feel, & act the way they do
- How to best interact with others, based on their Type

TRUE COLORS DISCOVERY

Color has been used to shape and describe our lives, our habits, our values, and our feelings throughout the ages. Through guided activities, participants will discover their True Colors Personality Color Spectrum and learn how it affects their personal and professional relationships.

Using colors as a metaphor, participants will be able to:

- Discover the qualities and characteristics of their personality
- Gain an awareness and appreciation of personality differences
- Learn to identify the strengths, values, joys, needs and stressors associated with each personality



PRICING & OTHER INFO

Please contact Tandy Shuck for competitive pricing and scheduling. We can accommodate training requests ranging from 60 minute sessions to multiple-day workshops. Our most frequently requested workshops are either three-hour time blocks or full-day options. Nonprofit discounts are available for these workshops. LJC provides a discount for booking three or more workshops.

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PROGRAM FACILITATORS:

Brad Coy

Brad Coy is the Assistant Fire Chief of the Greenwood (IN) Fire Department. He received his Master's in Organizational Leadership from Indiana Wesleyan University and his B.A. in Biology, with an emphasis in Athletic Training from Franklin College. Brad is in his 27th year as a public servant, serving more than 20 years with the Greenwood Fire Department. He has been awarded many honors with the fire service including the 2016 Van Valer Service Award for Outstanding Service to the Community. Brad is a proud graduate of Leadership Johnson County and currently serves as an officer on the LJC Board of Trustees.



PROGRAM FACILITATORS:

Christopher Fleming

Chris is a professor of leadership, business, and statistics at Franklin College and a facilitator for Leadership Johnson County's Signature program. His research centers on crisis and disaster management, humanitarian relief leadership and operations, and compassion fatigue. A former electrical engineer in telecommunications, Chris is also a small group leader at his church and an amateur home vintner. He lives in Johnson County, Indiana, is married, and has four daughters.



Julie Gahimer PT, HSD

Julie Gahimer is a physical therapist and has been teaching at the University of Indianapolis (UIndy), College of Health Science, since 1985. Her advanced degree is in Community Health Education. She has received numerous awards for her role in community leadership and service learning, including the UIndy Teacher of the Year award in 2012. She has presented at many international, national and local professional meetings and has authored multiple publications in the areas of patient education and community health education.



Carolyn Goerner

Dr. Carolyn Goerner serves as ALDI's Distinguished I-Core Clinical Professor at the Kelley School of Business at Indiana University-Bloomington. Prior to joining Kelley's Department of Management and Entrepreneurship faculty in 2000, she completed her PhD in Management and Human Resources at The Ohio State University. She was a Human Resource Consultant for 10 years prior to graduate school. Carolyn also owns Practical Paradigms, a training and consulting company. She serves on the LJC Board of Directors. Carolyn lives in Greenwood with her husband Peter and dogs Charlotte and Lennox.



Brian Kemple

Brian Kemple is the founder of Your Legacy Advisors based in Indianapolis, IN. He started the firm after leading manufacturing for a large global company. Brian led (6) Manufacturing plants in the Americas (USA, Mexico and Brazil) with 1,300+ employees. He has been involved in start-ups, consolidations and operational recoveries. Brian has a passion for Organizational Development, Continuous Improvement and Change Management. Brian is able to utilize his background in leadership and operational improvement to facilitate strategy and communication at all levels of an organization from front line supervision to senior executives.



PROGRAM FACILITATORS:

Tamara Moore

Tamara Moore is the Director of Performance Excellence at Johnson Memorial Health (JMH). She holds a Master's in Public Health from IU Bloomington and a BA in Community Health from the University of Northern Iowa. Tamara has over 23 years of experience in training and facilitation and is a certified facilitator in True Colors (basic and advanced applications), Crucial Conversations, and Crucial Accountability. She is in her 20th year at JMH and holds credentials as a Certified Professional in Healthcare Quality (CPHQ) and is Certified in Healthcare Compliance (CHC).



Bea Northcott

Bea Northcott is President of Triple Impact, LLC, a consulting company specializing in working with nonprofit organizations to strengthen board and staff capacity and identify and achieve goals. Bea's nonprofit experience includes working as staff member, executive director, board member and consultant, and has included strategic planning, board and staff development, facilitation, program/project implementation, and training. A graduate of Butler University with a bachelor's degree in Journalism and French, she has a Master's degree in Human Resources Management from Kennedy-Western University, is a graduate of Leadership Johnson County and is a Certified Challenge Course Instructor at the Indiana FFA Leadership Center in Trafalgar.



Katie Peggs

Katie Peggs is a certified Enneagram coach and the owner of True Roots Coaching, an Enneagram training and coaching business. She received her B.S. in Organizational Leadership and Supervision from Purdue University and has 19+ years of experience working in a corporate job setting. As an Enneagram educator and coach, her passion is helping people discover who they truly are, so they can reach their full potential and live each day as the person they were created to be.



Bonnie Pribush

Bonnie Pribush, Professor Emerita, founded Leadership Johnson County and taught leadership at Franklin College for over 20 years. She enjoys presenting and facilitating sessions that enable people to grow personal and professional skills including conflict management, change resiliency, cultural competence and collaboration.



PROGRAM FACILITATORS:

Tandy Shuck

Tandy Shuck is a certified MBTI trainer, with a wealth of experience in facilitating and a background in clinical psychology. Tandy received her Master's in Clinical Psychology from Connecticut College and her B.A. in Psychology from Hanover College. Tandy began working at Leadership Johnson County at Franklin College in 2001 and currently serves as the executive director. Her experience includes over 15 years of facilitation and teaching.



Amanda J Stevenson-Holmes

With over 20 years of marketing communications experience, Amanda earned a bachelor's degree in journalism from Franklin College in 1999 and a master's of business administration degree from Indiana Wesleyan University in 2003. She's also a graduate of Leadership Johnson County's Signature Class of 2019. Amanda has served organizations and clients in a variety of industries including healthcare, technology, accounting, insurance and retirement services, non-profit, government, legal, food service, travel and tourism. She makes the time to share this vast knowledge and her real-life scenarios with students. Amanda currently serves as Instructor of Strategic Communications with Butler University.



Tim Thurston

Tim is a Career Coach and Financial Adviser. He helps people with their present and future. Through coaching with Thurston Consultancy, career paths are reviewed and made clearer. He helps people journey through networking opportunities, resume building, mock interviews, and story-telling that builds career successes. Through financial advising with Promise Advisory Group, clients work on goals to secure their financial future. Growing up in the Indianapolis area, he is actively involved with the community through volunteering with The Salvation Army of Greenwood Food Pantry, Franklin Rotary Club, SAWs Ramps, Leadership Johnson County, and Outreach Indianapolis. Tim is a football referee for CYO Youth Sports and the IHSAA.



Steve Wohlford

Steve has over twenty-five years health care management and executive leadership experience in both for-profit and non-profit sectors with an enduring record of strategic growth, patient care & quality enhancement, continuous cost containment strategies, physician integration strategies, and creation of financial strength. Steve received his undergraduate degree at William Jewell College, Liberty, Missouri, and his MS in Administration from Central Michigan University. He is currently a Leadership Advisor for the Indiana Department of Child Services where he inspires and engages leaders to demonstrate, model and reinforce purposeful, worthwhile work that will make positive differences in those they serve.



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THANK YOU FOR YOUR SUPPORT